CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

# BULLETIN

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NOVEMBER/NOVEMBRE 1990 VOL. 37, No. 9

## The Tory Record/Le bilan du PC

**INSIDE:**

October Council: EPF, Canadianization and Lobbying

High Tech Blues: Charlotte Gray on Canada's floundering science policy

La limitation de l'aide financière fédérale aux étudiants autochtones

Censure et liberté universitaire: Les années du P.C.

The Tory Record on Copyright

Trends in University Governance: The American Experience

Is the Tory Government Still Interested in Postsecondary Education?

From the Hill: Question Period in the House

"Selon le ministère des Affaires indiennes et du Nord, on a reporté 1 142 demandes d'aide financière au cours des deux dernières années. (...) Le gouvernement fédéral a investi une énergie considérable pour essayer de mettre un terme au droit des autochtones aux études postsecondaires (...) Pourquoi?" Voir page 17.

"In 1987, Canada spent 1.4 per cent of GDP on research and development - less than any other industrialized nation. Sweden, traditionally a resource-based economy with one-third the population of Canada, spent about three per cent, as does the United States."

"... Canada Customs officials regularly seize and detain books and magazines at the Canadian border... The absurdity of this situation is that many of the books and magazines being seized are clearly of a non-erotic nature, such as literary fiction ...Indeed many of them can be found on university course reading lists..." see page 18.

"(. . .) judiciarèment, les chercheurs et les éducateurs canadiens se retrouvent dans l'incertitude à cause de l'inertie du gouvernement face à la réforme de la deuxième partie du droit d'auteur. Si le gouvernement n'a pas l'intention de compléter la réforme du droit d'auteur, il aurait mieux valu, pour les Canadiens, que rien ne se fasse."

NDP Leader, Audrey McLaughlin wants greater access for women and aboriginal peoples to universities and a Federal Contractors Program "with real teeth in it". For details of CAUT Executive Director Don Savage's interview with Audrey McLaughlin, see the December issue of the CAUT Bulletin.

**As a service to our readers, included this month is a special insert produced by the Canadian Council on Social Development for the Campaign against Bill C-69.**

**Should you wish to obtain additional free copies in either English or French to distribute to your colleagues, contact the Council at the address and telephone number printed in the insert.**

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Diffusion totale moyenne: 32 000. Le Bulletin de L'ACPU paraît 10 fois au cours de l'année universitaire: Le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables ou moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

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# Status of Women

# University Women and the Universities

All political decisions are of concern to both women and men. Women are affected by the entire political agenda of the Conservatives, whether on research, access to university or general funding of postsecondary education. However, there are certain issues which are of particular concern to women faculty members and to CAUT. Within the federal jurisdiction there are three in particular.

## Employment Equity

The first of these is the federal equity legislation which includes the Federal Contractors' Program. The federal Employment Equity Act was proclaimed in August 1986. A related cabinet directive known as the Federal Contractors' Program requires employers employing more than 100 people who wish to bid on government contracts worth $200,000 or more, to sign certificates of commitment indicating intent to implement employment equity programs according to criteria specified under FCP.

The criteria require employers to identify and remove discriminatory barriers, to improve participation rates through hiring, training and promotion policies; to establish internal goals and timetables; and to document the implementation of the equity programs.

### Mixed Reactions

There has been some division of opinion about the merits of this program. The National Action Committee for the Status of Women initially expressed concern that the contract compliance regulations would not be effective since they were not mandatory and were not enforced by an independent commission.

This view was also expressed by the opposition parties in the House of Commons. In 1988 the Liberals said that the program should be administered by the Canadian Human Rights Commission. The NDP called it a joke because only five inspectors were appointed and promised a mandatory affirmative action legislation for women, natives, visible minorities and the handicapped.

Other critics, such as Rebecca Coulter, writing in the Bulletin in 1987, saw it as an opportunity for faculty associations and unions to bring the concept of employment equity to the campus. A year later Jane Gordon, Chair of the CAUT Status of Women Committee, wrote: "By strengthening the law, the government could go a long way in dealing with the valid criticisms of a bill which has excellent intentions but no teeth".

On the other hand, Conservatives argue that they should get credit for implementing a program that the previous Liberal government refused and that it is better to try a less draconian and legalistic approach in the first instance. If that does not work, they suggest, the act can be revised. It is also clear that the act has forced the major research universities to review employment equity on their own campuses.

The results are not yet clear, partly because the universities do not publish the compliance reports they write to the federal government and Ottawa does not require this, and partly because there has not been enough time to have proper statistical evaluation. In other words the jury is still out.

## Women's Studies

The second issue concerns research and higher education programs of particular interest to women. The Trudeau government created five chairs in women's studies across Canada, and the Conservatives have continued to support these. This is particularly important in ensuring that women's studies play a significant role in the intellectual life of Canadian universities. However, the program does not exist in every province and to date the Conservatives have refused the additional funds to permit this to happen.

### Canada Scholarships

The Tories have, however, acted on another front. When Ottawa created the Canada scholarships for undergraduates in the sciences and engineering, half the places were reserved for women students, sending an important signal of Ottawa's concern to increase female participation in these areas. The Conservatives have also helped to finance the commission that is currently studying participation in the engineering profession.

### Memorial Scholarships and a Centre of Excellence proposed

Currently the government has before it two proposals from CAUT backed by AUCC and endorsed by the presidents of NSERC and SSHRC. One proposal would create fourteen graduate scholarships by NSERC in the name of each of the women killed at the Ecole Polytechnique last year. The other would establish a centre of excellence based on the principle of networking for the study of all forms of family violence and violence against women.

Various ministers, including the Minister for Science, William Winegard, have expressed support, but it is not yet clear whether anything will happen. None of the previous fifteen announced centres directly touched the research concerns of women as a community.

### Women's Organizations' Budgets Slashed

Some of these good works on the part of the Conservative government were vitiated by the 1990 onslaught on the budgets of women's organizations funded by Ottawa. This had all the appearances of a vendetta against the critics of the government. It also had a direct impact on organizations created to fund feminist research such as the Canadian Research Institute for the Advancement of Women (CRIAW). CAUT protested this spiteful and misguided decision.

**The Hon. Mary Collins**
**Minister Responsible for Status of Women**

## Daycare

A major federal disaster area relates to the third issue of concern to women - daycare. CAUT has a daycare policy which recommends universality, non-profit status, high quality through licensing, public funding, an active parental role, the involvement of child-care providers in decision-making and either community based or sponsored by employers with the participation of the employees.

In 1988 the government, with great fanfare, introduced and then revised a federal childcare program. It allowed this to die in Parliament when the election was called, and it has backpedalled vigorously ever since. It is hard not to see this as a totally cynical device to buy votes which, it appears, the government will relaunch just before the next election.

### A Mixed Record

The result is a mixed agenda: some total disasters such as daycare; some silly and vindictive policies, such as the attack on the funding of womens' organizations like CRIAW; some good news on the continuation of the federal chairs in women's studies, the program for scholarships for women undergraduates in science and engineering and the creation of the commission on women in engineering; some places where the results are not clear – the Federal Contractors' Program — but where the initiative was useful.

## President's message/Le mot du président

# Is there a Tory agenda?

This special issue on the Tory Record focuses on where the federal government has taken us since the last election. Against that background, it is timely to reflect on where the government is headed between now and the next election.

With two to three years left in its parliamentary mandate, it seems unlikely that the Mulroney government has either resigned itself to political oblivion or merely intends to cling to political power. It is more probable, and the government has hinted, that it has some political offensives in mind before it goes back to the polls.

We may anticipate some new initiatives before then. Such initiatives could have long-term implications that will continue to operate long after the Mulroney government leaves office.

CAUT's primary concern is to ensure that government policies provide adequate resources for post-secondary education and research in Canada. A government with its sights fixed on short-term electoral success may not be our best hope for progress in this direction.

Federal initiatives in support of the basic funding of postsecondary education and research could lack the political pizazz that the government will be looking for in the months leading up to the next election. For one thing, to the extent the federal funds are filtered through the provinces, the average citizen is left confused as to whether there is really any connection between the federal contribution and the state of post-secondary education within each province.

A major danger is that forthcoming initiatives will concentrate on gaining a high profile for the federal role in the short term. An emphasis on mega-projects would not be surprising. Remember that, in its efforts to appear fiscally responsible, the government cancelled a number of such projects in the February 1990 budget.

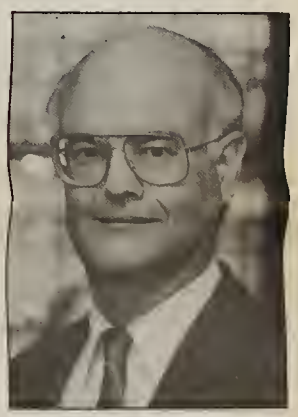
We recently saw Newfoundland's Premier Wells praising the Mulroney government over the Hibernia accords. This gives credence to the suspicion that the political pay-offs from similar announcements will be a greater temptation to the government than developing a responsible plan to secure the future of Canada's universities.

Of course, universities themselves might be potential beneficiaries of a mega-project syndrome. One can conceive, for example, of the announcement of major research or educational facilities funded by the federal government. While there need not be anything wrong with such initiatives in and of themselves, it is only too conceivable that such projects might proceed at the expense of the more routine, and hence less politically exciting, research and teaching that already goes on in our universities on a daily basis.

For example, most of us can recall grand buildings bestowed upon us in the past, whether by government or private largesse, and then left to deteriorate because no funds had been set aside for maintenance. Over the longer term, such facilities can be a drain upon general university revenues because no one has provided for the resulting operating costs. Moreover, such projects usually reflect the priorities (sometimes whimsical) of the donor, rather than rational planning in line with the objectives of the university community.

Another aspect of future federal policy of great interest to CAUT is childcare. It is highly probable the government will proceed with some major child-care initiative before the next election. Having announced such a program prior to the last election, only to cancel it promptly thereafter for budgetary reasons, the government would surely not dare to enter another election campaign without such a program in place.

See "Tory", page 22



**Robert Kerr**
**President/Président**

# Les Conservateurs ont-ils un programme politique?

Ce numéro spécial sur le bilan des Conservateurs s'attarde sur les réalisations du gouvernement fédéral depuis les dernières élections. En vue de ce rappel des faits, il est à propos de réfléchir sur l'orientation que prendra le gouvernement d'ici au prochain scrutin national.

Comme il ne reste que deux ou trois ans au mandat du gouvernement Mulroney, il semble improbable qu'il se soit résigné à tomber dans l'oubli politique ou qu'il ait simplement l'intention de s'accrocher au pouvoir. Il est bien plus probable, et il le laisse entendre, qu'il prépare une offensive avant que les Canadiens ne retournent aux urnes.

Sauf dans le cas fort improbable où le gouvernement traverserait une dépression qui le laisserait dans un état comateux jusqu'aux prochaines élections, nous pouvons anticiper quelques nouvelles initiatives d'ici là. Ces initiatives pourraient avoir des conséquences à long terme qui prévaudront longtemps après le départ du gouvernement Mulroney.

La principale préoccupation de l'ACPU est de veiller à ce que les politiques du gouvernement prévoient des ressources financières suffisantes pour la recherche et l'enseignement postsecondaire au Canada. Un gouvernement qui lorgne seulement les succès électoraux à court terme n'est peut-être pas celui en qui nous devons placer nos meilleurs espoirs pour avancer dans cette direction.

Les initiatives du gouvernement fédéral à l'appui du financement de base de la recherche et de l'enseignement postsecondaire pourraient manquer de cette vitalité politique dont il sera à la recherche dans les mois menant aux élections. Chose certaine, dans la mesure où les crédits fédéraux passent par les provinces, le citoyen moyen, lui, reste confus quant à savoir s'il existe vraiment un lien entre l'apport du fédéral et l'état de l'enseignement postsecondaire dans chaque province.

Il y a un grand risque que les initiatives futures servent au gouvernement fédéral à se donner un rôle plus visible à courte échéance. Il ne faudrait pas s'étonner qu'il jette son dévolu sur des mégaprojets. Rappelons-nous qu'il a annulé un certain nombre de ces projets dans le budget de février pour se donner une image de gouvernement responsable au point de vue fiscal.

Il n'y a pas si longtemps, nous avons vu le premier ministre de Terre-Neuve, M. Wells, faire l'éloge du gouvernement Mulroney pour les accords d'Hibernia. Cela ajoute foi à ce que nous soupçonnons. En effet, il sera beaucoup plus tentant pour le gouvernement d'annoncer des projets de même envergure, dans le but d'en retirer des avantages politiques, que d'élaborer un plan d'action responsable pour assurer l'avenir des universités canadiennes.

Bien entendu, même les universités pourraient profiter du syndrome des mégaprojets. On peut concevoir, par exemple, l'annonce d'un projet de recherche important ou la construction d'installations pédagogiques subventionnés par le gouvernement fédéral. Bien que ces initiatives, de par leur nature, ne soient pas mauvaises, il est trop facile de concevoir que ces projets verront le jour au détriment de l'enseignement et de la recherche, deux tâches quotidiennes de nos universités qui sont des préoccupations routinières, donc moins excitantes politiquement.

Ainsi, la majorité d'entre nous se souvient des magnifiques édifices que nous avons pu faire construire, par le passé, grâce aux largesses du gouvernement ou du secteur privé, puis que nous avons laissé se détériorer faute de réserves pécuniaires pour les entretenir. A plus long terme, ces installations peuvent grever les revenus généraux des universités parce que personne n'a prévu les frais de fonctionnement qui en découlent. De plus, ces projets reflètent habituellement les priorités parfois capricieuses du donateur et ne relèvent pas d'une planification rationnelle en accord avec les objectifs de la collectivité universitaire.

Les services de garde à l'enfance sont un autre aspect de la politique fédérale future qui intéresse grandement l'ACPU. Il est fort probable que le gouvernement lance quelques initiatives importantes

Voir "Conservateurs", à la page 24

# High-Tech Blues

by Charlotte Gray

***Despite the efforts of his science adviser, Mulroney has welshed on his R&D promises.***

There were such high hopes that the Mulroney government would give Canadian science a shot in the arm - and create a high-technology boom in the process. Prime Minister Mulroney often said so: "Since we came to office," he declared in 1988, "we've looked on science and technology as a national priority." He chaired a spiffy new science think-tank: the National Advisory Board on Science and Technology (NABST). Last March, he was even awarded a prestigious international award for his encouragement of science hy the Weizmann Science Institute of Israel.

But the high hopes have come to nothing. The percentage of Gross National Product (GNP) that Canada spends on scientific research and development (R&D) has slipped helow 1.35 per cent in the last two years. The Weizmann award provoked a chorus of outrage from Canadian scientists: "I'm shocked: why is he being given this prize?" asked Peggy Johnson-Lussenburg, a researcher and member of the Canadian Society of Microbiologists. Even Dr. Charley McMillan, the Mulroney loyalist who created NABST, is dubious about its future. "Unless NABST is completely restructured," he speculates, "it will hecome the living dead. A few people will attend infrequent, ineffectual meetings that produce advice to which nobody listens."

If Charley McMillan weren't such a cheerful fellow, he would he downright depressed by NABST's fate. Because NABST, everybody agrees, was Charley's baby. For years, McMillan, the engagingly scatty professor of international business at York University, argued that successive governments lacked the imagination and guts to wean the Canadian economy off its dependence on exports of raw materials ("low-value-added products") and to encourage the development of technology to process the raw materials (so they become "high-value-added products" for export). Ottawa preferred to coddle dying industries (shipyards and textiles) rather than nurture the technologies to process fish, refine pulp and paper products, or improve the productivity of the mining and metals industries. Many others over the past twenty years have said the same things. But, as of 1983, the balding, bespectacled professor was in a position to change that: as Brian Mulroney's senior policy adviser.

In many ways, McMillan is a typical Mulroney loyalist. He's a Maritimer (the McMillans are a known Prince Edward Island clan: Charley's brother Tom is the former environment minister) with an outsider's mentality who has been in the Mulroney back room for years. McMillan worked his heart out to get Mulroney elected first party leader and then prime minister. Between 1984 and 1987, McMillan was the resident egghead in the Prime Minister's Office, where he was known for his amiability, cluttered desk, and impatience with bureaucrats.

McMillan left the Prime Minister's Office in 1987 to return to his university professorship in Toronto, where he lives with his Japanese-born wife, Kazuyo, and two daughters in Forest Hill. Unlike some of his political coworkers, he stays close to the action. He is always at Tory get-togethers anó Brian's hirthday parties at 24 Sussex Drive.

**In general, Mulroney is impatient with intellectual types. But according to Michel Gratton, in So, What Are the Boys Saying?, he had a soft spot for McMillan.**

"The Boss appeared to like his distracted, nutty-professor side, his way of talking at ninety miles an hour, and of laughing delightedly at his own jokes when no-one else in the room had a clue." As Mulroney's speech writer during the 1983 leadership campaign, McMillan fed the PM lines ahout productivity enhancement and research commitment. In the 1984 election, he helped persuade Mulroney to pledge an increase in research and development spending from its 1984 level of 1.3 per cent of Gross Domestic Product (GDP) to 2.5 per cent hy the year 2000. As Mulroney's chief ideas man after 1984, he linked the Mulroney goal of "economic renewal" to a focus on industrial innovation. (McMillan has studied the Japanese economy, speaks Japanese, has written The Japanese Industrial System, and sits on the board of a Japanese investment bank. He energetically argues that, without Japanese-style partnerships among government, industry, and universities, the Canadian economy will sink beneath the waves of global competition.)

And in 1986, McMillan finally kickstarted the initiative for which he had lobbied hard. One day, in the hack seat of the prime ministerial limousine, Mulroney turned to McMillan and said, "Charley, you're right about this science and tech stuff. Let's do it." Canada would have a National Advisory Board on Science and Technology, modelled on the Japanese council that, over the past thirty years, has helped steer Japan into the forefront of technological innovation and economic growth. The prime minister himself would chair NABST. "That way," grins McMillan, "NABST advice wouldn't go through a bureaucratic filter - and get ground to pieces."

Of course, you didn't have to be a rocket scientist to know that such an initiative was overdue.

**In 1987, Canada spent 1.4 per cent of GDP on research and development - less than any other industrialized nation. Sweden, traditionally a resource-based economy with one-third the population of Canada, spent about three per cent, as does the United States.**

Since the 1960s, the numher os scientists graduating from our universities has been quite respectable, but many of them are foreign students who return home. So we have only ninety scientists and researchers per 100,000 people, compared to 140 in Britain, 150 in West Germany, 240 in Japan, and 280 in the U.S.

Fewer than ten per cent of Canadian businesses believe that advanced technology is important to their future, according to the Information Technology Association of Canada. Roughly seventy-five per cent of Canadian firms have no R&D capacity; the hulk of all industrial R&D is done hy two to three per cent of the remaining quarter. Four companies - Bell Canada Enterprises, Atomic Energy of Canada, Pratt and Whitney, and IBM Canada - account for more than a third of the total.

Until recently, however, most companies were doing very well without R&D. Our raw resources seemed infinite. During the 1970s, stirring exhortations to Canadians to become more than hewers of wood and drawers of water were lost in the roar and splash of hewing and drawing. Resource producers tend to be short-term thinkers, which is why Canada is the only country that exports trees and imports chain saws, exports fish and imports nets. And most foreign-owned manufacturing companies continued to treat their Canadian subsidiaries as processing and distribution plants.

In the early 1980s, however, as commodity prices fell, the deterioration of the Canadian position intensified. According to the OECD, trade in advanced technology is now growing almost twice as fast as trade in general. By 1995, trade in computers, aerospace equipment, electronics, machinery, and pharmaceuticals will account for one-quarter of total world exports. From the sidelines, Canadians have watched in dismay as world trading patterns have shifted away from nickel towards Nintendo. In 1980, our trade deficit in high-tech products totalled $4.6-hillion: by 1987, this deficit has increased to more than $7-billion. As former Ontario premier David Peterson said, "Canada is exporting yesterday's goods and importing tomorrow's technology."

Charlotte Gray

**Moreover, Dr. Art May, president of the Natural Sciences and Engineering Research Council, anticipates a "potentially crippling shortage of trained scientists and engineers during the next decade." Between 1986 and 1988, the number of bachelor's degrees in math and physical science fell from 8,000 to ahout 7,200. Enrolments in computer sciences are also dropping - by ten per cent in 1987 alone. Meanwhile, some thirty-five to forty per cent of university teachers will retire hy the end of this century.**

It was against this depressing backcloth that Charley McMillan got the prime ministerial nod for NABST. Its forty-strong membership was "le dernier cri" in scientific eminence (Nohel prizewinner Dr. John Polanyi); academic laurels (Dr. Fraser Mustard, former dean of health sciences at McMaster University and now head of the Canadian Institute for Advanced Research); shop-floor solidarity (Jim McCambly, president of the Canadian Federation of Lahour); and entrepreneurial ambition (Pierre Lortie, then head of Provigo Inc.). Mulroney was to be exposed to "topnotch advice on how to restructure the economy," explains one NABST member.

NABST's style was cramped by the fact that essentially it was an ad hoc affair: it never got the independent executive director and secretariat McMillan wanted, and which a parallel body in Ontario, the Premier's Council, enjoys. Nevertheless, members heaped adjectives such as "useful" and "meaningful" on its first meeting in Fehruary, 1987. For a while, there was a gratifying sense of importance and a flurry of reports - on universities, public awareness, industry, government procurement.

The federal hureaucracy was also

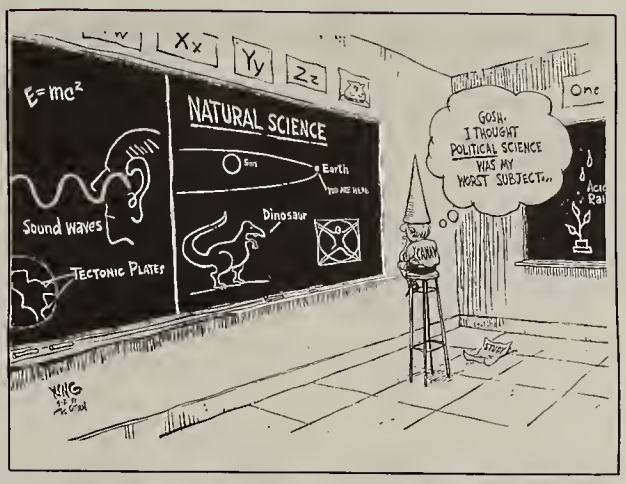
busy. Glossy pamphlets announced bold new initiatives. "Innovation: The Canadian Strategy for Science and Technology" focused on a bundle of polysyllabic goals, such as "industrial innovation and technology diffusion" (having good ideas and spreading them); and "skills training and public awareness" (telling everyone why Science is a Good Thing). There was a departmental shake-up, and a new industry, science, and technology department emerged. Its officials (battered survivors of previous shake-ups of various regional grants programmes) struggled to become strategic science thinkers. The annual budget for science and technology was only $4-billion (one-fifth the amount that bale-outs to western farmers have totalled since 1986) but it was a start. And it was focused on getting the private sector to do more R&D. The money dribbled out in new little programmes with catchy acronyms: UPP (Unsolicited Proposals Program); AMTAP (Advanced Manufacuring Technology Application Program); TOP (Technology Outreach Program); TIP (Technology Inflow Program); IRAP (Industrial Research Assistance Program).

**Ottawa insiders quickly twigged to "more competitive in a global economy" being the hot new phrase at the cabinet table. "Even day care," says one senior official, "now has to press the 'make-us-competitive' button."**

The climax of this high-tech revivalism came in January 1988, at a national conference on technology and innovation in Toronto. In bis opening speech, the prime minister mentioned the word "competitive" five times in the first three minutes. He then announced $1.3-billion for new federal science and technology initiatives over the next five years. The money was earmarked for a national network of centres of excellence ($240-million), 2,500 scholarsbips, half to women ($80-million over five years), research grants councils ($200-million over five years), and the space programme ($184-million).

The centres of excellence programme seemed to invite the usual regional carve-up - particularly because the boys from the department of western economic diversification insisted that it had to reflect "regional realities." In fact, says Dr. Stuart Smith, the former head of the Science Council who chaired the selection committee for the centres of excellence, "the process was absolutely clean. We achieved regional equity without bending standards."

But the government was starting to lose its nerve. In March, 1989, after extensive lobbying by Quebec, Harvie Andre, then minister of science and technology, announced a government decision to locate the new independent space agency (scheduled to receive $1.329-billion between 1988 and 1994) in Montreal, although most of its employees would have to uproot




from Ottawa. "Pure politics," sighs Smith. Five months later, Mulroney himself ducked out of announcing which fourteen universities had been selected as centres of excellence because of concern about criticism from Quebec's francophone universities.

Charley McMillan was disappointed to see his pal "caught up in the same old brokerage politics you always get in Canada." He was also frustrated by tbe way NABST was going nowhere. Some NABST members grumbled that the prime minister stopped listening to their advice, that their prestige organization was captured by bureaucrats ("There are seven layers of officials between me and Brian," complains one industrialist), that a few members had their own agendas. According to one university professor, "The whole thing became a big, stage-managed circus."

The good news was that the provinces were getting into the act. By 1989, every province had its own advisory council on science and technology discussing how to encourage high-tech industries.

Tbe bad news was that, despite all the talk, the percentage of GDP spent on research and development was sliding. And McMillan, eased out of the Prime Minister's Office by the new chief of staff, Derek Burney, had less opportunity to bug the prime minister about his science and technology premises.

So McMillan switched arenas. He persuaded Premier Buchanan of Nova Scotia to be the national champion for science and technology. In August, 1989, prompted by McMillan, Premier Buchanan invited members of the provincial advisory councils to Halifax for a national forum. There McMillan and NABST member Dr. Robert Fournier, associate vice president of research at Dalhousie University and chair of the Nova Scotia Council of Applied Science and Tecbnology, persuaded participants that bold action was required. They issued a declaration - "A Call to Action" - that revived Mulroney's 1984 target of 2.5 per cent.

A couple of months later, NABST met in Calgary. Before the meeting began several members quietly shared their frustration with the way that, in their opinion, science and industry officials had derailed their swank think-tank. Then, in the middle of a presentation by Harry Rogers, tbe department's deputy minister, on the effectiveness of the new programme and why the 2.5 per cent target wouldn't work, Fournier exploded. This was all baloney, he raged, and it was time for targets, not TIPs and TOPs. According to observers, most people round the table stared open-mouthed, tben took an earnest interest in their pencils. Nobody came to Fournier's defence - though several congratulated him afterwards. Fournier himself will not talk about the incident, but he does admit, "If you want to see people run for cover, mention 2.5."

**Certainly there are good reasons to be sceptical about targets, which only measure input and may not generate the required output. William Winegard, minister for science in the new department of industry, science, and technology, repeats the new orthodoxy when he says: "The goal is being competitive, not a particular number."**

But there are more fundamental reasons why the air leaked out of tbe federal science and technology balloon. First, most of the initiatives, from both within NABST and the department, including the idea of an R&D target, are out of step with this government's pbilosopby. Many require a degree of intervention and spending that makes Tory hair curl.

The conflict was highlighted last year, when Connaught BioSciences in Toronto, Canada's premier biotechnical company, was bougbt by its chief competitor, Mérieux, a biosciences company owned by the French government. The sale provoked a furore from economic nationalists, who argued that the government's free-market zealotry was eroding Canada's opportunity to develop one of our more high-technology-oriented industries. The sale raised other troubling questions. Inadequate tax breaks, the high cost of Canadian capital, and the absence of government encouragement prevented any Canadian company from outbidding Mérieux. Jim Gillies, a York University professor who was Joe Clark's policy adviser in 1979, and who had been a member of Connaugbt's board, was infuriated. "Given the lack of public policy [on foreign takeovers of high-tecbnology companies], whenever a Canadian firm makes a breakthrough in any major area, it will be bought out by a multinational company."

Then came last February's budget. Thirty-nine million dollars, peanuts in the context of a $30-billion deficit, were cut from government science and technology spending. Some of the fancy programmes, including UPP and AMTAP, disappeared - killing the handful of companies established to take advantage of them to develop and market technology.

The scholarship programme and the centres of excellence were spared the axe but federal transfers to provinces for post-secondary education were cut. Government research laboratories were once again squeezed.

***The operating budget of the National Research Council has shrunk in constant dollars by twenty per cent over the past five years, as pressure on it to find private-sector partners has increased. "The problem," says Dr. Pierre Perron, president of the NRC, "is that industry looks for such quick returns that it turns us into short-order cooks in a hamburger stand."***

The Mulroney government's faltering commitment to science and technology exasperates those wbo believed in the mid 1980s that, at last, Canada might get a bard-edged industrial policy. "The government's preoccupation with tbe deficit gives it a one-dimensional view of the world," says Fournier. "Of course the deficit is important, but so is increasing income, and science and technology can prime the pump of economic growth."

And the volte-face highlighted the inconsequence of botb NABST and the new department.

**NABST didn't have the political muscle to end-run the bureaucracy, and the department was too marginal and too convinced of NABST's and McMillan's antipathy to collaborate in a coherent R&D push. Both just compounded each other's weaknesses.**

The final blow to any hope of a gen-

See "High Tech", page 6

# La bibliothèque nationale du Canada

**Le mandat**

«La bibliothèque nationale du Canada est l'établissement culturel fédéral qui a pour mission de rendre accessible aux Canadiens le patrimoine de l'édition de leur pays. Cette responsabilité englobe trois fonctions distinctes mais néanmoins liées entre elles, soit promouvoir la connaissance et l'utilisation du patrimoine canadien de l'édition, veiller à son acquisition et à sa conservation et encourager les études canadiennes; favoriser le développement des bibliothèques dans l'ensemble du pays; et faciliter la mise en commun des ressources des bibliothèques et des centres de documentation canadiens.» (*Rapport annuel 1989-1990*, p.7)

**Les condtions**

Pour que la bibliothèque accomplisse chacune de ses fonctions, il faut non seulement que certains éléments de l'infrastructure soit en place, mais il faut aussi assurer régulièrement leur fonctionnement. Ces élèments sont notamment un personnel qualifié et en nombre suffisant ainsi qu'un budget adéquat; des aires d'entreposage munies de systèmes de contrôle et de sécurité suffisants, la conservation, la recherche et l'exposition des immenses collections Canadiana (oeuvres d'intérêt canadien) de la Bibliothèque qui comprennent des journaux, des périodiques, des documents gouvernementaux, des thèses, des monographies, des feuilles de musique, des enregistrements sonores, des bandes magnétoscopiques et des CD-ROM, ainsi que des manuscrits musicaux et littéraires; des systèmes automatisés pour soutenir l'acquisition et l'organisation de collections et permettre aux bibliothèques et aux chercheurs de tout le pays d'y accéder.

L'une des grandes caractéristiques de la Bibliothèque nationale est de pouvoir localiser des ouvrages dans les collections d'autres bibliothèques canadiennes. Ce service dépend particulièrement de la capacité de la Bibliothèque à fusionner des fichiers dans son propre système et à appliquer les normes de télécommunications pour assurer la communication avec des systèmes automatisés indépendants d'établissements comme l'Université du Nouveau-Brunswick ou l'Université du Québec.

Au cours des cinq dernières années, la Bibliothèque nationale a dû faire face à des réductions de son personnel représentant presque dix pour cent des années-personnes qui lui sont allouées. A la fin de mars 1990, la Bibliothèque comptait des effectifs de 500 au lieu de 548, soit une perte de 48 postes. Bien que, en chiffres réels, le budget de la bibliothèque n'ait pas été réduit aussi radicalement, son pouvoir d'achat, par contre, a diminué en particulier en ce qui concerne les livres et les publications en série. L'inflation n'est pas la seule en cause. La hausse du prix des livres et les taux de change qui fluctuent expliquent également cette situation.

**Le dépôt légal**

Les facteurs susmentionnés ont poussé la Bibliothèque à évaluer l'efficacité du dépôt légal grâce auquel elle reçoit deux exemplaires de nombreux types de publications sauf si le prix unitaire est inférieur à 50,00 $. Le gouvernement s'est laissé difficilement convaincre de consentir des fonds pour l'acquisition de deux exemplaires de chaque ouvrage dans le but d'en conserver un pour les générations futures et l'autre pour la consultation sur place ou les prêts entre bibliothèques. A l'heure actuelle, le budget réservé aux collections sert dans une très large mesure à acquérir le deuxième exemplaire d'un ouvrage et à obtenir des exemplaires d'ouvrages d'auteurs canadiens et d'intérêt canadien, publiés à l'étranger. Cela ne suffit pas à assurer une collection exhaustive d'ouvrages d'intérêt canadien, l'orientation principale des collections de la Bibliothèque.

La nécessité de conserver le patrimoine canadien de l'édition est une question qui a attiré l'attention du gouvernement. Vous n'êtes pas sans savoir que, depuis 1870 environ, le papier est fabriqué à partir de la pâte à papier. A cause de l'acide utilisé dans la fabrication, les ouvrages s'effritent et nombre d'entre eux sont inutilisables. Bien qu'une désacidification massive soit possible, le procédé n'en demeure pas moins dispendieux. En 1989-1990, le gouvernement a consenti des crédits pour augmenter les activités de désacidification massive et pour mettre en place certaines mesures de protection. C'était un pas dans la bonne direction. La Bibliothèque exerce en outre des pressions en faveur de l'adoption de papier alcalin permanent pour les publications gouvernementales, professionnelles et savantes dans le but de réduire les réparations, un traitement plus coûteux que la production initiale sur du papier permanent. De plus, l'adoption du papier permanent est avantageux pour l'environnement et ne coûte pas plus cher que le papier acide.

**L'installation**

Des aires d'entreposage munies de systèmes de contrôle et de sécurité sont également nécessaires à la conservation. L'inondation qui s'est produite le 4 juillet 1990 dans l'édifice qui abrite la Bibliothèque nationale et les Archives nationales a montré de façon tangible l'absence de systèmes de contrôle, tant à l'administration centrale que dans les autres aires d'entreposage. Il ne s'agissait nullement de la première inondation ni du premier incident destructeur des collections de la Bibliothèque et des Archives. Bien qu'il ait été difficile d'obtenir des garanties que ces deux institutions seront dotées d'installations convenables, on se rend davantage compte maintenant, au sein du gouvernement, que la question des installations méritent de l'attention parce qu'elles abritent des collections d'importance nationale pour les Canadiens de l'ensemble du pays.

**L'automatisation**

Enfin, le système automatisé de la Bibliothèque nationale est en place depuis plus de dix ans. Le nombre de fichiers et de localisation de la base de données a extrêment augmenté de même que le nombre d'utilisateurs à la grandeur du pays qui ont accès à ses acquisitions. Il faudrait maintenant remplacer le système. L'on a demandé au gouvernement d'appuyer en 1990-1991 une stratégie progressive d'amélioration du système. Il est trop tôt pour savoir si la requête a été reçue.

**Conclusion**

La Bibliothèque nationale soutient les bibliothèques de tous les coins du pays et invite les chercheurs particuliers souhaitant utiliser ses immenses collections d'intérêt canadien. Elle a révisé son mandat et ses services essentiels pour ne pas faire double emploi avec d'autres bibliothèques et accomplit des fonctions que seule une institution nationale peut faire. Il existe, cependant, des domaines fondamentaux d'acquisition et de conservation d'ouvrages d'intérêt canadien et d'utilisation des techniques informatiques et de télécommunications pour fournir aux Canadiens l'accès à de vastes sommes d'information nécessitant un appui soutenu. L'appui du gouvernement, au cours des dernières années, n'a pas suivi l'augmentation du nombre de publications et de leurs coûts. Il n'est pas possible, non plus, d'affirmer que des installations convenables ou un soutien des systèmes sont assurés.

**STATISTIQUES DE LA BIBLIOTHÈQUE NATIONALE DU CANADA**

| ANNÉES | 1985/86 | 1986/87 | 1987/88 | 1988/89 | 1989/90 |
|---|---|---|---|---|---|
| 1. Années/personnes | 549 | 528 | 521 | 515 | 506 |
| 2. Budget | 32 857 000 | 36 135 000 | 36 168 000[1] | 39 695 000[1] | 39 161 000 |
| 3. Nbre de demandes de localisations pour des prêts entre bibliothèques | (un peu moins[2] 130 000) | (un peu plus de 135 000) | 138 124 | 140 617 | 149 313 |
| 4. Nbre de demandes de prêts (sur place et entre bibliothèques) | (un peu moins de[2] 250 000) | (un peu plus de 250 000) | 238 520 | 233 137 | 222 796 |
| 5. Nbre de demandes de consultation | 24 862 | 24 302 | 25 509 | 34 556 | 35 726 |

1. Comprend une affectation bloquée de 500 000 $ pour l'apport de la bibliothèque nationale à la construction du Musée canadien des civilisations.
2. Ne possède pas de chiffres exacts.
3. Bibliothèques, entreprises, particuliers dans tout le Canada.

## High Tech

**Continued from page 5**

uine science and technology strategy was the appointment of Benoit Bouchard as the new minister for industry, science, and technology last March. Bouchard's concern is continued protection for Quebec's shipyards and farmers. Charley McMillan just shakes his head. "I'm an optimist: I think the country will make the necessary changes because unless we go global, it's game over.

**But you have to ask yourself: is the federal government part of the solution or part of the problem?"**

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# Chronique du Comité des bibliothécaires

**Conférence téléphonique**

Le Comité des bibliothécaires a tenu une conférence téléphonique le 3 octobre. Cette réunion a ainsi donné l'occasion au comité de faire connaissance avec les nouveaux membres et de se préparer en prévision de l'assemblée d'octobre du Conseil de l'ACPU et de la réunion de novembre du comité.

L'ordre du jour portait sur l'ébauche d'énoncés de principes, l'Énoncé de principes de l'ACPU et de l'ACBCU sur la nomination et l'évaluation des bibliothécaires en chef, le dégagement pour la présidente, les activités des bibliothécaires et les grèves, le document de travail provisoire de l'étude sur les réductions d'achat de revues savantes, le mandat, l'étude sur la retraite anticipée des bibliothécaires et la Comission d'enquête de l'AUCC sur les universités canadiennes. Nombre de ces points figureront à l'ordre du jour de notre réunion de novembre.

**Assemblée du conseil de l'ACPU: caucus des bibliothécaires**

Les président et présidentes des trois comités permanents de l'ACPU ont assisté aux réunions du Conseil à titre de représentant de leur comité respectif. Ces rencontres permettent à la présidente du Comité des bibliothécaires de représenter les intérêts des bibliothécaires au Conseil et de défendre la cause des bibliothécaires d'universités.

La coutume veut que le Comité des bibliothécaires organise une réunion à l'intention des bibliothécaires. Le caucus offre aux délégués du Conseil une tribune pour discuter et permet la diffusion de renseignements sur des questions importantes pour la collectivité des bibliothécaires.

Malgré l'heure hâtive et peut-être stimulés par une douche froide, les délégués ont assisté en bon nombre au petit déjeuner-réunion qui a débuté à 7 h 30 le dimanche matin. La présidente a fait état des activités du comité depuis sa dernière réunion.

Une partie de la discussion a porté sur des questions soulevées à la séance du Conseil de la veille. Nous étions ravis que l'on eut inclus les bibliothécaires dans l'alinéa 5.4(b) (iii) (c) des statuts de l'ACPU. Cette modification a alors suscité une discussion sur les termes «bibliothécaire professionnel», «bibliothécaire», «bibliothécaire universitaire» et «bibliothécaire universitaire professionnel» qui sont tous utilisés dans les documents de l'ACPU. Le terme «bibliothécaire» peut désigner un large éventail de bibliothécaires et la façon dont on l'utilise peut avoir des conséquences dans la négociation collective. Les bibliothécaires présents ont donc décidé de porter la question à l'attention du comité pour sa réunion de novembre.

L'étude sur les professeurs et les enseignants à temps partiel (Rajagopal/Farr) ne comprend pas, de toute évidence, les bibliothécaires. Pourtant, il peut arriver, et cela arrive souvent, que les bibliothécaires se retrouvent dans la catégorie des temps partiel. Le comité, à sa réunion de novembre, se penchera sur l'avantage de sonder les bibliothécaires à ce sujet.

La tâche des bibliothécaires était un sujet brûlant qui a suscité un débat considérable. Il semble à-propos que la tâche soit à l'ordre du jour de la première séance plénière du colloque. Le problème, qui revient périodiquement, des bibliothécaires se retrouvant souvent dans une position difficile pendant les arrêts de travail d'autres collègues préoccupait beaucoup les personnes présentes au caucus. On a renseigné la présidente sur la situation dans plusieurs universités et celle-ci, en conséquence, soulèvera la question à la réunion de novembre.

**Mandat**

Pendant la fin de semaine, la présidente du Comité des bibliothécaires a rencontré à deux reprises le président et la présidente des deux autres comités (le CLUPE et le CSF) ainsi que les membres du Comité des élections et résolutions. Les réunions ont eu lieu parce qu'il était nécessaire de revoir la méthode selon laquelle les comités conseillent le Conseil sur les candidats à des élections aux comités. Cette revue découle d'une résolution adoptée à l'assemblée de mai 1990, laquelle demandait au Comité des élections et résolutions d'examiner comment les trois comités permanents s'occupaient des mises en candidature pour leur comité et de formuler ensuite des recommandations au Conseil.

Les réunions se sont avérées fructueuses. J'amènerai l'examen de notre mandat à ce sujet à la réunion de novembre pour que des mesures soient prises.

**Colloque des bibliothécaires**

Les lecteurs s'en rendront sans doute compte, les membres du comité ont surtout consacré leurs efforts aux derniers préparatifs du premier colloque des bibliothécaires de l'ACPU sur le thème «La solidarité universitaire». Il se tiendra à l'hôtel Westin d'Ottawa du 23 au 25 novembre 1990.

Nous considérons le colloque comme un moyen important de diffuser de l'information tant aux bibliothécaires qu'aux professeurs. Les sujets sont variés et opportuns et devraient susciter des discussions considérables parmi les délégués. Les séances plénières traiteront de questions reliées à la tâche, la recherche, les évaluations (promotions et permanence). Des séances simultanées suivront et porteront sur la retraite, le perfectionnement professionnel, l'union des professeurs et des bibliothécaires dans une seule unité de négociation, les questions relatives aux sexes ainsi que le statut d'universitaire et de professeur.

D'après le grand intérêt manifesté à l'égard du colloque par les délégués du Conseil de l'ACPU, nous prévoyons quelques jours stimulants et productifs.

Si des représentants d'associations ne se sont pas encore inscrits, nous les invitons à le faire sur-le-champ.

Au plaisir de vous voir à Ottawa!

**Nora D. S. Robins**
**Présidente du Comité des bibliothécaires**

# Student Aid and the CFS "Strategy for Change"

The Canadian Federation of Students released its Strategy for Change, a plan to overhaul Canada's postsecondary education system, on National Student Day, October 17th.

One of the plan's major sections is a "strategy for student financial assistance" which is based on the abolition of tuition fees. CFS views their abolition as being essential to the maintenance of an accessible postsecondary education system in Canada.

"The current crisis in postsecondary education will not be resolved by increasing user fees or encouraging student debt loads", stated Jane Arnold, Chairperson of the 400,000-member federation.

**"Canadians already provide for the funding of postsecondary education through their taxes, as a consequence tuition fees constitute a user fee. Could you imagine paying a tuition fee for attending elementary or secondary school?"**

CFS also proposes the creation of a National Grants Program that would replace the existing federal, provincial and territorial assistance plans with a non-repayable bursary scheme. Under this program, students would receive grants on the basis of an assessment of their financial need as determined solely by their own income.

Program funding would be provided by the federal government and the provinces and the territories would be responsible for program administration. Provisions would be made to address the costs for students living on their own, with dependents, with special needs such as physical disabilities, or students living in high cost-of-living regions. The program would be portable so that a student would be able to use a grant for study in any province or territory.

The purpose of the National Grants Program would be to ensure that students would not be forced to go into debt to cover the living costs necessary to further their education.

**A study released by the Department of the Secretary of State shows that in 1987-88, 29.3% of final-year students with Canada Student Loans had debt loads of over $5,000, 13.9% over $10,000 and 4.6% over $15,000. When combined with provincial loans many students have debt loads of over $15,000.**

The Strategy for Change proposals on student aid are the latest in a series of CFS recommendations made to reduce the financial barriers to postsecondary study in Canada.

Last December the federal government announced that it would be imposing a 3% "administrative fee" on all Canada Student Loans as of August 1991. Since then CFS and CAUT have been lobbying the government to review this plan. Both organizations view the proposed fee as a tax that will only serve to discourage prospective students from attending university.

CFS and CAUT have also advocated a review of the Canada Student Loan Program, which has not undergone any major changes since its creation in 1964. One priority area for reform as suggested by CFS is the need to modify the program so that it recognizes the financial situations of female and mature students. These two groups represent a growing proportion of total undergraduate populations on Canadian university campuses.

Another priority area is the Part-Time Student Loan Program. Since its inception in 1983, less than 1% of Canada's part-time students used the program. CFS has suggested several program reforms that it believes would increase program usage. Three of these suggestions are an increase in the amount of principal available, the adding of the options of consolidating loans and appealing

See "Student Aid", page 8

# L'évolution de la gestion universitaire: l'expérience américaine

M. Ernst Benjamin, secrétaire général de l'American Association of University Professors, a entretenu le Conseil de l'évolution récente de la gestion des établissements universitaires aux États-Unis.

Reprenant les paroles de George Keller, auteur de Academic Strategy: The Management Revolution in American Higher Education, le Pr Benjamin s'est dit d'accord avec la paraphrase polémique de Marx employée par Keller comme entrée en matière et selon laquelle le spectre du déclin et de la faillite guette l'enseignement supérieur.

Soulignant que personne ne conteste que les universités soient en période de crise, le Pr Benjamin ne se dit pas convaincu par l'affirmation de Keller lorsqu'il déclare que les «opprimés» sont en l'occurrence les dirigeants des universités et que l'oppression provient d'une paralysie institutionnelle découlant surtout du pouvoir soigneusement équilibré des dirigeants de campus et du corps universitaire.

Le Pr Benjamin s'est dit particulièrement inquiet que l'on préconise comme solution une prétendue «gestion d'intervention». En voulant ainsi conférer à l'université la structure d'une entreprise du secteur privé, on effectue un retour malavisé, voire même dangereux, à la conception qu'on avait de la direction au siècle dernier, soit une autorité émanant des échelons supérieurs. Dans de trop nombreux cas, a-t-il ajouté, ce mouvement traduit une tendance nationale à vouloir substituer le contrôle de la direction à un financement suffisant des universités et collèges.

Les versions plus raffinées de cette théorie sont souvent, a-t-il dit, tout aussi dangereuses, car elles ont souvent pour but de convaincre les universités de se plier aux programmes des politiciens, des bureaucrates ou du monde des affaires et non pas de défendre les intérêts des universités.

À ce sujet, Keller dit, par exemple, qu'en temps d'austérité nouvelle, alors que l'enseignement supérieur et la recherche croissent en importance, il faut remplacer un mouvement à la dérive par un sens d'économie et de résolution. Si les établissements d'enseignement veulent renverser ou, tout du moins, freiner le mouvement vers une intervention extérieure, elles doivent façonner leur propre destin par l'adoption de moyens que la population et ses élus jugent acceptables.

Affirmer que l'on peut accomplir une meilleure tâche tout en ayant moins de ressources pourvu que l'on se dote d'une gestion raffinée, c'est faire fausse route, selon le Pr Benjamin. Un examen approfondi des structures de la direction suscitera des réponses plus utiles. Le Pr Benjamin propose que les universités se dotent d'une structure qui leur permettrait de se gérer efficacement sans nuire à leur identité et leur mission, de s'assurer l'appui du plus grand nombre possible parmi les groupes qu'elles représentent au sein de la population et de défendre leur autonomie contre les politiciens et les bureaucrates.

Le Pr Benjamin a également abordé la question de savoir si la recherche l'emportait sur l'enseignement dans les universités américaines. À son avis, ce débat est motivé dans les cercles politiques par la volonté de créer des établissements de qualité inférieure où des professeurs, à temps partiel pour la plupart, ne feraient qu'enseigner et où se donnerait un enseignement de second ordre à une clientèle qui n'aurait pas les moyens de fréquenter d'autres établissements ou alors ne saisirait pas l'importance des choix offerts.

Affirmant, chiffres à l'appui, que la majorité des professeurs américains retirent plus de satisfaction de l'enseignement que de la recherche, il a ajouté que, de toute évidence, les étudiants et leurs parents préféreraient fréquenter, pour leurs études de premier cycle, une université renommée pour sa recherche. Et ce, parce qu'ils sont conscients que les universités se distinguent des autres établissements par l'enseignement et la recherche. Autrement dit, ils ne sacrifieraient pas la qualité à moins d'y être contraints.

En outre, dans certaines universités américaines, ce besoin impérieux d'imiter la structure de l'entreprise a fait que les professeurs sont jugés non pas par la qualité de leur enseignement, mais plutôt par le financement qu'ils réussissent à obtenir pour la recherche dans leur université.

Dans sa conclusion, le Pr Benjamin s'est dit encore une fois convaincu que c'est en modifiant la structure de la direction qu'on parviendra à résoudre le plus efficacement ces types de problèmes. Il est facile de recourir à la gestion d'intervention, mais la solution n'est pas là. Par contre, il est difficile de maintenir une gestion partagée et des normes professionnelles ; mais cette solution est la seule qui soit en harmonie avec l'excellence de l'enseignement universitaire.

# Universities in South Africa: Problems and prospects

**Professor Mike Morris, Vice-President of the Union of Democratic University Staff Associations, addressed CAUT Octoher council meeting.**

Prof. Mike Morris, current Vice-President of the Union of Democratic University Staff Associations addressed Council on the current state of South African universities. He is in Canada until December as a visiting scholar at the Centre for Developing Area Studies at McGill University.

Noting that the present situation in South African postsecondary education is the product of the apartheid system, Professor Morris explained that apartheid has resulted in three university structures: two privileged white systems (one English and the other Afrikaans); and a distinctly underfinanced. authoritarian, and marginal structure for non-whites.

The collapse of apartheid during the 1980s has had an important impact on South African universities. To date, however, no significant redistribution of financial resources from historically white to black institutions has resulted. Over the past decade, more black students have entered the four English-speaking universities as well as those designated for coloured and Asian citizens. However, the recent turbulent events at Fort Hare show that enormous problems remain because of the poverty and the legacy of the lack of freedom in the black institutions.

Professor Morris explained that UDUSA had been founded in July 1988 as the first non-racial faculty federation firmly and publicly committed to the struggle against apartheid. The preamble to its constitution reads:

**" We believe that universities can only flourish in a free non-racial, non-discriminatory and democratic society".**

The Union is a federation of staff associations in virtually all South African universities, although its membership on the Afrikaans' campuses remains small. It has received a grant from the government of Canada to manage an exchange of faculty between the historically white and black institutions. Recently, it became a member of the International Conference of University Teacher Organizations (ICUTO) of which CAUT is a founding member.

Limited copies of UDUSA's monthly newspaper and brochures describing the organization in more detail are available from CAUT offices, c/o Stella Cosentino.

## Student Aid

**Continued from page 7**

loan allocations, and increasing the repayment starting date from the present 30 days after borrowing.

The final priority area for change advocated by CFS is the extension of the Interest Relief Program. Since its creation in 1983, program use has tripled—thereby demonstrating the high demand for interest relief on repayment of Canada Student Loans.

At present, the Interest Relief Program provides up to 18 months of loan interest relief to the unemployed and those experiencing temporary disability. CFS has proposed that this relief be extended to the underemployed, those in required internships for professional programs or in apprenticeship positions for trade and vocational programs, and those with childcare responsibilities.

# The Canada Council Facing a Funding Crisis

From its establishment in 1957 with a mandate "to foster and promote the study and enjoyment of and the production of works in the arts", the Canada Council has evolved to a $104 million a year federal agency devoted to the proposition that the arts in this country are important.

Canada's university community strongly supported the creation of the Council by the St Laurent government. In fact, AUCC's forerunner played a significant role in lobbying for this. Although funding for research in the humanities and social sciences was later hived off to SSHRC, the Canada Council continues to support faculty and resident artists in the fine and performing arts programs across the country.

Over the past 33 years, the Council has been a key influence in fostering the arts in Canada. For example, in its first year of operation, the Council financed four theatres. Last year, it funded 197 — plus 31 orchestras, 164 publishing houses, 35 dance companies, 80 public art galleries and 100 cultural periodicals.

The Council's role in changing Canadians' attitudes towards the arts is reflected in a 25% jump in public attendance at art galleries, music performances, theatre etc. Equally important is the Council's role in fostering future generations through support to ballet schools, the National Theatre School, the Royal Winnipeg Ballet School and the Vancouver Playhouse school.

Recently, however, the Canada Council has found itself increasingly squeezed for funds. This, in turn, has translated into pressure on every sector of the arts community. Examples abound.

Lack of public funding forces performing arts companies to become increasingly box-office driven. The result? Accessibility to the arts by the average Canadian declines as ticket prices go up and the number of original productions declines. Pointing to the increasingly fragile nature of the nation's not-for-profit performing arts companies finances, the Council for Business and the Arts in Canada has said that projections point to a doubling of the seasons' deficits at the end of 1988-89. The Vancouver Symphony went broke; Canadian Stage faces an unanticipated deficit of $ 600,000 etc.

Many of these developments date back to events in the early 80s, when there was an attitude of outright hostility to the Canada Council among many in government. Now the Council finds itself facing an uncertain future.

**" We have essentially been frozen in our ability to serve the artistic community for the past three years says Joyce Zemans, present Council Director. " In terms of our abilities to serve those communities we serve now, and the incredible growth, we are very, very limited ".**

**Joyce Zemans**
**Director, Canada Council**

In the waning years of the Liberal government early in the last decade, an attempt was made to pass legislation that would have removed the Council's arms-length relationship with government, making it instead essentially an advisory body to cabinet. The public fracas that ensued forced the Liberals to back down, but when the new Tory government took power, the then Council Director was removed from office amidst considerable public acrimony.

Since then, growth in the Council's basic funding has been limited to the inflation rate. The Council's 1990 budget is $96 million. Since 1988 there has been an additional $8 million a year in special supplementary appropriation, but that money is never guaranteed from one year to the next. Moreover, a recent request from Zemans for a $47 million increase — a request supported by CAUT — was turned down by parliament.

**At the same time that costs are rising, the Canada Council's ability to maintain its presence in the arts world is weakening.**
**For example, in 1987-88 only slightly more than one-quarter of those who got to the formal application stage for Council funding actually received any award. In fact, the number of art awards issued this year — 1,100 — remains unchanged from a decade ago.**

The council has found a strong Cabinet ally in Comunications Minister Marcel Masse, who has long been steadfast in his understanding and appreciation of artists' contributions to Canadian life, but his voice is none too strong in cabinet.

**The present funding crisis at the Canada Council raises the question: What has happened to that conviction of 30 years ago that the arts are important in this country?**

For Zemans the arts play a central role in the evolving definition of what it is to be a Canadian and that they are currently being ignored bodes ill for the future of us all;

**The Hon. Marcel Masse**
**Minister of Communications**

" The question of where is here, and what it means to be a Canadian, is the issue Canadian artists and individuals have wrestled with all of our history ... Ten years from now someone is going to look at Oka and say, well, there was this writer and this writer... they all said the same thing and they *all talked* about *alienation.* And they all warned. Maybe the politicians should have listened a little more carefully, or read a bit more, taken the native artists a bit more seriously."

(from an article for Southam News by Peter Pearson, television producer and director)

**FINE ARTS FACULTY IN CANADA**

The latest figures from Statistics Canada show that there are approximately 1,500 full-time university faculty teaching in the Fine and Applied Arts in Canada.

# Les universités en Afrique du sud : problèmes et perspectives

Le Pr Mike Norris, actuel vice-président de l'Union of Democratic University Staff Associations, exposait au Conseil la situation actuelle dans les universités sud-africaines. Il est au Canada jusqu'en décembre à titre de professeur invité au Centre d'étude sur les régions en développement à l'Université McGill.

Notant que la situation actuelle de l'enseignement postsecondaire en Afrique du Sud est le produit de l'apartheid, le Pr Norris a expliqué que cette politique a donné trois structures universitaires : deux systèmes privilégiés pour les Blancs (un anglais et l'autre afrikaner) et une autre structure nettement sous-financée, autoritaire et marginale pour les gens de couleur.

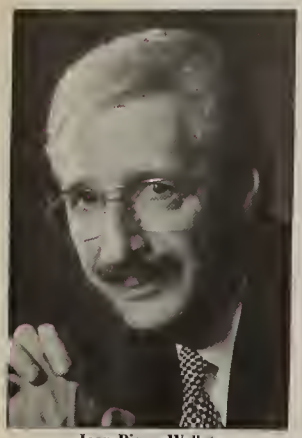
L'effondrement de l'apartheid dans les années 80 a eu un impact significatif sur les universités sud-africaines. À ce jour cependant, une redistribution importante des ressources financières entre les établissements historiquement blancs et les établissements noirs n'a pas eu lieu. Au cours des dix dernières années, un plus grand nombre d'étudiants noirs se sont inscrits aux quatre universités de langue anglaise, de même qu'à celles réservés aux gens de couleur et aux asiatiques. Toutefois, l'agitation récente à Fort Hare démontre qu'il subsiste des problèmes de taille en raison de la pauvreté et de l'absence de liberté dans les établissements pour les Noirs.

Le Pr Morris a expliqué que l'UDUSA avait été créée en juillet 1988 à titre de première fédération qui, ouverte à tous les professeurs sans égard à la race, s'engageait publiquement et résolument à lutter contre l'apartheid. Dans le préambule de ses statuts, l'association se dit convaincue que les universités ne peuvent prospérer que dans une société libre et démocratique, où sont absents le racisme et la discrimination.

L'Union est une fédération des associations regroupant le personnel de presque toutes les universités de l'Afrique du Sud, bien qu'elle compte encore peu de membres dans les campus afrikaners. Elle a reçu un octroi du gouvernement canadien pour diriger un échange de professeurs entre les établissements qui, sur le plan historique, étaient réservés aux Blancs, d'une part, et aux Noirs, d'autre part. Récemment, elle a adhéré à la International Conference of University Teacher Organizations (ICUTO), dont l'ACPU est un des membres fondateurs.

L'ACPU dispose d'un nombre limité d'exemplaires du journal mensuel de cette organisation, ainsi que de la brochure qui en donne une description plus détaillée. S'adresser à Stella Cosentino.

# Les Archives nationales du Canada



**Jean-Pierre Wallat**
**National Archivist**

Les Archives nationales du Canada constituent une ressource fédérale essentielle à l'étude de l'histoire, de la culture et des politiques gouvernementales canadiennes. En fait, comme le soulignait Robin Winks, «on peut vraiment évaluer le caractère d'un peuple à ce qu'il choisit de sauvegarder lorsqu'obligé de choisir entre deux extrêmes». De par les actions qu'il a posées au cours des dernières décennies, et très souvent de par son inaction, le gouvernement nous a transmis un message trop ordinaire : «Faites toujours plus, toujours mieux, avec moins».

**Mémoire collective d'une nation**

Les Archives nationales, qui ont été mises sur pied en 1872, sont la plus vieille institution culturelle fédérale. En vertu de la *Loi sur les archives* publiques adoptée en 1912, elles se voyaient confier le mandat de recueillir les documents historiques importants, de quelque nature ou forme qu'ils soient, auprès des organismes gouvernementaux et privés.

Entre temps, les Archives ont organisé, géré, conservé et éliminé les dossiers des ministères et organismes fédéraux. Au cours des 30 dernières années, elles ont également aidé la collectivité d'archivistes canadiens.

Appelé à se prononcer sur le rôle que jouent les archives nationales dans la vie d'un pays, Jean-Pierre Wallot, archiviste national actuel, répond : «Les archives sont la mémoire collective d'une nation; elles ne sont pas un luxe, mais une nécessité pour toute société qui protège les droits individuels et collectifs et qui a besoin de susciter un sentiment d'appartenance ainsi qu'une histoire et un avenir. Sans passé, il ne peut y avoir de présent.»

En 1988-1989, les Archives nationales du Canada bénéficiaient d'un budget de 54 millions de dollars et comptaient environ 800 employés. Les services de référence et de recherche ont alors prodigué des services de référence sur place à 5 300 chercheurs, en plus de répondre à 3 360 demandes écrites et à 3 712 autres demandes qui ont été transmises aux divisions de la conservation parce qu'elles nécessitaient des recherches plus approfondies. L'archiviste actuel est M. Jean-Pierre Wallot, qui travaillait auparavant pour le Département d'histoire de l'Université de Montréal.

**Mandat élargi**

La mesure la plus importante prise par le gouvernement Mulroney au chapitre des archives fut l'adoption de la Loi de 1987, qui a grandement élargi le mandat et les pouvoirs des Archives nationales du Canada. L'attribution d'un rôle clé au niveau de la conservation des archives ministérielles et l'accroissement des compétences des Archives nationales du Canada afin de couvrir presque toutes les agences gouvernementales constituent sans doute les deux mesures les plus importantes mises de l'avant à ce moment.

**Restrictions budgétaires**

Le gouvernement n'a toutefois pu fournir les installations, le budget ou le leadership politique qui auraient permis d'effectuer ce travail de façon efficace.

Le budget (tableau 1) montre une légère augmentation des dollars réels consentis jusqu'au présent exercice, où des coupures de quelque 2,2 millions de dollars ont été effectuées.

En dépit des nouvelles responsabilités qui leur ont été attribuées, les Archives ont dû subir des réductions constantes du nombre d'années-personnes (tableau 2). Ainsi, même avec les meilleures intentions du monde, il sera impossible de fournir le même service qu'auparavant.

La question des bâtiments et de l'entreposage adéquat pose des problèmes encore plus graves. On a beaucoup parlé des catastrophes qui se sont produites dans les installations actuelles — tuyaux éclatés endommageant ou détruisant les documents. En 1986, le député conservateur d'Ottawa David Daubney, parlait en ces termes des documents de George Drew : «Les eaux usées provenant de tuyaux percés ont dégoûté dans les boîtes contenant ces documents. Nos trésors nationaux sont sérieusement menacés».

Par ailleurs, la désacidification du papier cause également de sérieux problèmes, tant à la Bibliothèque nationale qu'aux Archives. Sans désacidification, de nombreux articles se désintégreront bientôt. Et les coupes sombres qui ont affecté les ressources ont amené une réduction du nombre de feuilles désacidifiées, qui est passé de 3 169 964 en 1984-1985 à 762 100 en 1988-1989.

**Une nouvelle administration centrale: une leur d'espoir...éteinte rapidement**

En mai 1988, le gouvernement annonçait sa décision de rénover l'Édifice commémoratif de l'Ouest situé à Ottawa. Il désirait faire de cet édifice l'administration centrale des Archives nationales du Canada, et construire un établissement satellite qui abriterait les laboratoires et les collections à Gatineau. L'année suivante, il achetait le terrain; enfin, le Canada bénéficierait d'installations décentes pour ses archives et pour les chercheurs qui s'en servent. Mais en décembre 1989, le gouvernement devait mettre ces projets en veilleuse après avoir freiné les projets de construction entrepris dans la région de la Capitale nationale.

À la suite de la nouvelle loi sur les archives et de la production sans cesse croissante de papier et de fichiers électroniques, les Archives nationales ont dû faire face à d'énormes pressions. La coopération relative des différents ministères en vue d'assurer une remise

ordonnée et efficace des documents a varié énormément. Le Rapport annuel 1988-1989 en fait d'ailleurs mention avec beaucoup de tact : «En ce qui concerne la récupération de l'information, nombreux sont les ministères dont le rendement semble encore lent et hésitant. La majorité des dossiers gouvernementaux ne sont pas encore inscrits pour la conservation et l'aliénation.»

**Restriction de l'accès des chercheurs aux documents d'archive**

La législation fédérale affecte directement la façon dont les chercheurs peuvent exploiter les archives. Par exemple, la *Loi sur l'accès à l'information* et la Loi sur la protection des renseignements personnels ont érigé des barrières inutiles à l'utilisation des archives en obligeant le chercheur à prouver que la personne dont traite un document est morte depuis 20 ans. Or, il est souvent impossible de le faire. La Société historique du Canada a suggéré le recours à un test qui se fonderait en partie sur les dates de naissance, qu'il est plus facile d'obtenir, mais le gouvernement a fait la sourde oreille à cette proposition.

En vertu des mêmes textes législatifs, les personnes citées dans les documents dont le chercheur a besoin doivent permettre au préalable la diffusion du document. Ainsi, les personnes ou les groupes qui exercent des pressions auprès du gouvernement peuvent refuser aux chercheurs l'accès aux documents portant sur leurs activités de lobbyisme. Mais il est bien certain que quiconque exerce des pressions auprès du gouvernement, demande des mesures ou des faveurs, ou encore émet des opinions particulières ne devrait pas pouvoir restreindre l'accès aux dossiers pertinents pendant plus longtemps que nécessaire. Tous les documents devraient ensuite devenir automatiquement publics.

La question des frais d'utilisation des archives constitue pour les chercheurs un autre obstacle. Enfin, la sécurité nationale et les archives, dont il est question dans l'article sur la sécurité, pose des problèmes.

Les Archives constituent un atout précieux pour le Canada. Si le gouvernement Conservateur a fourni des assises législatives bien plus solides pour les opérations des Archives, il n'a toutefois pas été en mesure d'accorder les fonds nécessaires afin d'en assurer l'entreposage et l'administration.

# Tory Record on Copyright

The record of the Progressive Conservative government in the area of copyright has been mixed but it has shown little sensitivity to the needs of the university research community.

Prior to the election of the Conservative government in 1984, there had been a White Paper produced on the reform of copyright and the issue was under serious consideration when the government changed. CAUT, for example, was preparing its response to the White Paper prior to the election. The government's initial response following the election to the area of reform of copyright was supportive.

The law on copyright has been essentially unchanged since 1924. While most other industrialized countries have updated their legislation during the nearly seven decades which have followed the introduction of our copyright legislation, Canada has instead largely studied the issue to death. There has been very little consensus on the direction of copyright reform.

The flurry of activity beginning in the early 1980s and after the Conservative government's election thus appeared to auger well for real change. The Conservative government's expressed commitments to a high priority for the reform of copyright thus led many people to think that reform would actually happen. The White Paper from the Liberal government was promptly referred to a House of Commons Committee for study. CAUT presented a brief in conjunction with the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA) to this Commons Committee. In the brief, CAUT supported the basic principle that creators' rights be the norm in a revision of copyright legislation and that the rights of users of copyright material be considered as a derogation from the norm. We set out in considerable detail our view on the reform of copyright.

In due course, the Commons Committee reported and their report was then considered by the Cabinet which accepted nearly all of the recommendations. Thus by early 1986 the prospects for reform of copyright legislation continued to look promising although the passage of time did indicate that reform was not going to come quickly.

The Conservative government finally did table the first phase of legislation in May, 1987. At this time the Minister of Communications was the Hon. Flora MacDonald. Rather than attempt a general reform of copyright, the government's strategy was to introduce the reform in two phases. Phase 1 was designed to establish creators' collectives so that creators of copyright could administer their interest in copyright material more efficiently. It also strengthened the copyright board, enhanced moral rights and dealt with several other issues. It was a piece of legislation largely designed to help creators of copyright material. A large number of difficult questions, including the legislative provisions addressing the use of copyright material in education and in libraries, was left for Phase 2.

Following further rounds of committee hearings, Phase 1 was approved by the House of Commons and the Senate and became law.

CAUT, as an organization, is in a unique position on the issue of copyright legislation. CAUT members are both major producers and major consumers of copyright materials. Thus CAUT has attempted to construct a position on copyright which draws a reasonable balance from the point of view of these two segments of the university community. CAUT believes that its position throughout has struck a rational compromise between the rights of creators to control the use of their creative work, and to receive reasonable compensation for the use thereof, and the rights of consumers to reasonable access to those materials.

In a brief which CAUT made to a Senate Committee on Phase 1, we set out our general views and also highlighted for the Committee the provisions which we anticipated seeing in the second phase dealing with library and education uses. At this time CAUT's support for Phase 1 was premised on the promise which had been made and repeated several times by government ministers that Phase 2 would follow very shortly thereafter. Many interested parties were urging the Senate, in particular, to delay passage of Phase 1 until the introduction of Phase 2. CAUT, in reliance upon the Government's promises of the speedy introduction of Phase 2, urged the Senate to approve it even though we knew that Phase 2 had not yet been introduced.

Following the introduction of Phase 1 the federal government, and in particular the Hon. Flora MacDonald, established several consultative committees. The idea behind the consultative committees was to bring together in one room interested parties to discuss various aspects of copyright reform. CAUT was invited to participate in two of those committees. One dealt with the use of copyright material in education, the other with the use of copyright material in the library. Those committees ended up being very successful. In part this was due to the excellent assistance received from the Department of Communications officials, and in particular Jeremy Kinsman, who was at the time the senior official involved in copyright reform. He and his colleagues very ably presided over the meetings and guided the participants to a surprising degree of consensus. When the consensus seemed clear in late 1988, we and most of the participants anticipated that the consensus would very shortly appear in the Phase 2 legislation. Unfortunately the government has simply not delivered on its repeated promises.

The indication now is that the introduction of Phase 2 of the copyright reform will be delayed for a further lengthy period of time. CAUT has expressed its displeasure with this delay both to the government and in the media. For example, the CAUT President, in a letter in the Globe and Mail in May, 1980 put the situation as follows:

> "Ministers of communication have promised Phase 2 so many times that no one believes announcements from the department. In June, 1988, Flora MacDonald said the legislation was "imminent." In March, 1989, Marcel Masse told the Canadian Association of University Teachers that "it is the government's intention to table the second phase of copyright amendments on a priority basis." In October of that year he said the bill would be tabled "in the near future" and his parliamentary secretary, Jim Edwards, promised it in the New Year. The current hint is that the bill may go to the Cabinet in June and appear in Parliament next year.
>
> This is absurd because the minister has had the report of the department's committees on copyright exemptions for education and libraries for more than a year without any action."

CAUT has recently encouraged the government to split Phase 2 itself into two parts. Those aspects of the legislation dealing with exemptions in education, libraries and for the handicapped could easily be introduced and approved. Some other areas which need to be addressed but on which there is no general consensus could then await the development of that consensus.

CAUT is not alone in its anxiety over the delay in the introduction of the second phase of copyright reform. Senator Lorna Marsden introduced in the Senate last year a bill which would, if approved, have enacted an exemption from copyright infringement for certain educational uses of copyright material.

In our brief to the Senate Committee CAUT deplored the fact that the general consensus on education and

**The Hon. Kim Campbell**
**Minister of Justice & Attorney General**

libraries had not been reflected in legislation. CAUT expressed the view that the failure to enact the second phase of its promised reform leaves Canadian educators and researchers in a legal limbo. The failure of the government to act puts Canadian researchers at a serious disadvantage compared to their competitors in the United States, Britain and Australia where the legislation addresses these concerns. *In the United States particularly,* researchers have the legal right to make one copy of any scientific article for the purpose of research. This is crucial for scientific progress.

**CAUT is baffled as to why the government of Canada, which has put a significant effort into developing a national science policy, should leave Canadian scientists in a legal limbo in such a significant matter.**

Given the confused state of the legislation, CAUT also has expressed the view that it is unwise for provincial education departments and other educational bodies to enter into copyright agreements with Cancopy or any other copyright collective established under the first phase of the legislative reform. We are recommending that the parties await the final form of the legislation. While CAUT acknowledges that the negotiations which have begun have been proceeding at a very slow pace, we have nevertheless urged educational bodies not to proceed with these licensing agreements until Phase 2 of the legislation has passed into law.

CAUT appeared before the Senate Committee in March of 1990. Apart from making its general concern about the delay and the disadvantage that this places Canadian researchers and scientists in, we went on and expressed to the Senate those areas which we thought the legislation

See "Tory", page 12

# Le Conseil des Arts du Canada en crise de financement

Organisme fédéral créé en 1957 dans le but de «favoriser et promouvoir l'étude et la diffusion des arts, ainsi que la production d'oeuvres d'art», le Conseil des Arts du Canada est aujourd'hui voué au principe que, dans notre pays, les arts sont importants ; son budget annuel s'élève à 104 millions de dollars.

La communauté universitaire canadienne a donné tout son appui à la création du Conseil par le gouvernement Saint-Laurent. En fait, le prédécesseur de l'AUCC a exercé des pressions importantes à ce chapitre. Bien que les fonds destinés à la recherche en sciences humaines aient par la suite été transférés au CRSH, le Conseil des Arts continue d'appuyer les professeurs et les artistes résidants qui oeuvrent dans le domaine des beaux-arts et des arts d'interprétation partout au pays.

Au cours des 33 dernières années, le Conseil a joué un rôle prépondérant en matière de développement des arts au Canada. Par exemple, dans l'année qui a suivi sa création, le Conseil assurait le financement de quatre théâtres. L'an dernier, il en finançait 197 — plus 31 orchestres, 164 maisons d'édition, 35 troupes de danseurs, 80 galeries d'art publiques et 100 périodiques culturels.

Le changement qu'a opéré le Conseil dans l'attitude des Canadiens vis-à-vis des arts se traduit par une augmentation de 25 % du nombre de personnes ayant fréquenté des galeries d'art, des salles de concert, des théâtres, etc. Le Conseil joue un rôle tout aussi important dans la promotion de la relève par le soutien qu'il apporte aux écoles de ballet, à l'École nationale de théâtre, à la Royal Winnipeg Ballet School et à la Vancouver Playhouse School.

De récente date cependant, la pénurie croissante de fonds que connaît le Conseil des Arts du Canada se répercute dans tous les secteurs de la vie artistique. Les exemples sont nombreux.

Cette absence de financement public assujettit de plus en plus les compagnies de spectacle aux recettes. Par conséquent, le Canadien moyen voit son accès aux arts diminuer au fur et à mesure qu'augmente le prix des billet, et il en va de même pour le nombre de productions originales. Soulignant la précarité sans cesse croissante de la situation financière des compagnies de spectacle canadiennes à but non lucratif, le Conseil du monde des affaires et des arts du Canada ajoute que les prévisions annoncent deux fois plus de déficits saisonniers pour 1988-89 : l'Orchestre symphonique de Vancouver a fait faillite, le Canadian Stage accuse un déficit imprévu de 600 000 $, etc.

Bon nombre de ces situations résultent d'événements qui remontent au début des années 80. Beaucoup de parlementaires affichaient alors une attitude franchement hostile vis-à-vis du Conseil, dont l'avenir est aujourd'hui incertain. Selon la directrice actuelle, M^me^ Joyce Zemans, la capacité du Conseil à desservir la communauté artistique est, à toutes fins pratiques, paralysée depuis trois ans. À son avis, les moyens dont il dispose pour servir les communautés qui en dépendent sont des plus restreints.

Vers la fin de son mandat au début de la dernière décennie, le gouvernement libéral tenta de faire adopter une loi qui aurait mis fin à l'indépendance du Conseil en le transformant à toutes fins pratiques en un organisme consultatif du Cabinet. Un tollé de protestations contraignit les Libéraux à revenir sur leur position, mais lorsque le nouveau gouvernement conservateur prit le pouvoir, le directeur du Conseil à l'époque fut démis de ses fonctions, une mesure qui souleva des critiques acerbes du public.

Depuis lors, la croissance du financement de base du Conseil est limitée au taux d'inflation. Au budget qui, pour 1990 est de 96 millions de dollars, viennent s'ajouter depuis 1988 des crédits supplémentaires spéciaux de 8 millions par année. L'octroi de ces crédits n'est cependant pas garanti d'une année à l'autre. De plus, le Parlement refusait tout récemment les 47 millions supplémentaires que demandait M^me^ Zemans, avec l'appui de l'ACPU.

Au fur et à mesure qu'augmentent les coûts, la capacité du Conseil à assurer une présence dans le domaine des arts décroît.

Par exemple, en 1987-88, à peine plus du quart des organisations ayant présenté une demande officielle de financement ont effectivement reçu des fonds. En fait, le nombre de bourses accordées dans le domaine des arts cette année, soit 1 100, est le même qu'il y a dix ans.

Le Conseil possède un allié solide au Cabinet, le ministre des Communications, Marcel Masse, qui est depuis fort longtemps un ardent défenseur de la contribution des artistes à la vie des Canadiens. Sa voix n'a pourtant pas tout

**Voir "Conseil", à la page 16**

## Tory

**Continued from page 11**

should address. *In* particular we set out the educational and library exemptions which had been supported in the consultative process and which could easily be enacted by a government which had a political will to act. CAUT indicated that it would support the following provisions in the educational area:

1. an exemption to permit the manual copying of a work for purposes of instruction, as for example, writing a poem on a blackboard;
2. an exemption to permit the use of a work in an examination either in setting the questions or answering the questions, excluding use by a commercial exam preparing business;
3. an exemption to permit the playing of a live radio or television program in a classroom as part of the instructional activities;
4. an exemption to permit the live performance of a copywritten work by an instructor or a student in tbe course of teaching or research activities, the making of a copy of that live performance which might be kept for a certain period for purposes of review and further instruction, and the showing of the copy of tbat live performance again within a limited period of time;
5. an exemption to permit an instructor to make a copy of a news program or public affairs TV program, on condition that the copy be destroyed within a certain period of time, and to permit that instructor to reproduce the copy made for purposes of teaching activities;
6. a provision which migbt provide a defense to an educational institution which has a blanket license with a licensing body and uses material similar to the material covered by that license but which is not in the repertoire of the licensing body. In that instance we believe that it would be appropriate to limit the remedy available to the copyright holder in an infringement claim; and,
7. these "educational exemptions" should be limited to non-profit institutions, whether they be at the primary, secondary or post-secondary levels.

Similarly, CAUT indicated that it would support exemptions for non-profit libraries as follows:

1. an exemption to permit a library to make a copy of a work already in its collection but which is deteriorating, provided that tbe library is unable to purchase another copy within a reasonable time at tbe ordinary commercial price;
2. an exemption to permit a library to make a single copy of a work in its collection, but which is not appropriate for public use because of its value or fragility, so as to preserve the original against deterioration. Tbis would permit a library to make a copy of an unusual work before it deteriorates so that the copy might be examined rather than the original;
3. a exemption permitting a library to make a copy of out-of-print works for the purposes of including it in its collection;
4. a provision clarifying that neither the library nor librarians are responsible in situations in which patrons make infringing copies on self-service reprographic machines, provided that the library displays an appropriate copyright warning;
5. a provision extending the defense of fair dealing to tbose situations in which the library makes a copy for a patron where, had the patron made the copy, the fair dealing defense would have been available;
6. an exemption to permit the library to make a single copy of an article provided that the article is provided to a patron who indicates in appropriate fashion that he or she requires it for purposes of private study or research. We would not propose that this permit the library to make single copies of the same article for a large number of people simultaneously. (Exemptions number 1, 2, 3 and 6 are important for the efficient operation of the inter-library loan system in the Universities.);
7. an exemption which makes it clear that the making by a person, for the purpose of private study or research, of a single copy of an article in a periodical amounts to fair dealing with the work; and,
8. a provision addressing works outside of a repertoire similar to the provision we have suggested for educational institutions. In very general terms, we would suggest that where a library is authorized by a licensing body to reproduce works in their repertoire and is sued for an infringement of copyright, the remedy available should be limited provided that the work is of the same nature as that in the repertoire and that the reproduction has been done within the terms and conditions of the license.

CAUT has not been alone in its disappointment with the Progressive Conservative government in the area of copyright reform.

**The government appeared keenly interested in this area early in its mandate but as time has passed it has apparently lost the political will to follow through on its many promises. If the government does not intend to complete the copyright reform, Canadians might have been better off if they had done nothing.**

# Capping commitments: Federal funding for aboriginal students

In a nationally-televised address on the Oka crisis last August 28th, Brian Mulroney raised the question of Canada's "moral and legal obligations to protect the rigbts of aboriginal peoples".

CAUT agrees with the Prime Minister that "in recent years progress has been made" by Canada's aboriginal peoples in education. It is important to acknowledge the federal government's role in promoting the participation of Indian and Inuit children in postsecondary education. Since 1975 aboriginal postsecondary enrolment has grown from 2,500 students to over 18,000 students.

That is why CAUT is disturbed about recent changes in federal government's policies on federal financial assistance for aboriginal postsecondary students. In his address the Prime Minister defined university education (including free tuition, transportation, books and room and board) as a benefit which aboriginal students receive "over and above the social and economic programs that are available to all Canadians". Yet it is clear that policy changes over the past three years have only served to create new hurdles for aboriginals who wish to obtain a postsecondary education.

### A Historical Perspective

From 1973 to 1987, all Registered Indian and Inuit students accepted into a postsecondary institution or postsecondary preparation program were eligible for financial assistance under the Post-Secondary Education Assistance Program (PSEAP). All eligible students applying to the program received funding. The funding covered all expenses incurred for tuition and registration fees, books and supplies, special shelter allowances, counselling services, living allowances, transportation and graduate student incentives. No strict monetary limit to the assistance available to an individual existed. However, a maximum of 96 months of study existed for which a student could receive funding for all postsecondary study in total.

Practically all of this has changed as a result of regulatory amendments made by the Mulroney government. When the new Post-Secondary Student Assistance Program (PSSAP) was announced by Indian and Northern Affairs Canada in March 1989, CAUT and other organizations complained about its major feature—the de facto capping of benefits for aboriginal students. Maximum levels of assistance for living expenses were establisbed tbat are based on cost calculations, (e.g. "high rental" versus other areas of Canada), rather than on student need. Overall funding available for student assistance is now provided "within tbe limits of funds voted by Parliament".

### PSSAP Results

The results of these changes bave been worse than unfortunate.

**According to Indian and Northern Affairs Canada, 1,142 applications for financial assistance have been "deferred" over the past two years. Why? Because PSSAP funding, totalling $130.5 million in 1989-90, has not kept pace with the increase in the number of prospective aboriginal students.**

As a result of these "deferments" considerable acrimony exists between the federal government and aboriginal groups over PSSAP's worth. Indeed, divisions have arisen to the point where Canada bas seen hunger strikes over the issue. These divisions have been so clearcut that an international magazine like The Chronicle of Higher Education could state in its October 25, 1989 issue tbat tbe program has been rejected as "inadequate by most Canadian Indian and Inuit groups" without fear of being accused of exaggeration.

All this has occurred despite a recommendation made last year by the House of Common's Standing Committee on Aboriginal Affairs in its PSSAP review that an "ongoing, full and meaningful consultation process be establisbed between the Government of Canada and the aboriginal people" in order to "reach a concensus on postsecondary education policies and guidelines".

### The Constitution and Treaty Rights

Such difficulties, linked as they are to PSSAP's creation, bave been aggravated further by Canada's constitutional situation. Since tbe demise of the Meecb Lake constitutional accord, Prime Minister Mulroney has stated on several occasions that little can be done to improve tbe lot of the aboriginal peoples without unanimous provincial consent. Yet surely this is not the case with regard to federal financial assistance for aboriginal postsecondary students. No one has questioned the constitutionality of federal responsibility for aboriginal education.

Rather, the problem is based on tbe question of treaty rights.

**At present the Mulroney government does not recognize postsecondary education as a treaty right. The government attributes this view to the lack of specific mention of postsecondary education in most treaties. It is also based upon a literal reading of the Indian Act, which defines only the on-reserve education of six to 17-year-olds as being a federal responsibility.**

However, most aboriginal groups believe that postsecondary education is a treaty and aboriginal right as well as a fiduciary responsibility of the federal government. Therefore, CAUT urges Prime Minister Mulroney and his government to address with Canada's aboriginal peoples wbat is the real framework for financial assistance issue—namely recognition of postsecondary education as a treaty rigbt.

Tbe federal government has invested considerable energy in trying to terminate tbe entitlement of aboriginal students for higher education and to make the program discretionary. Why sbould this be so?

Perhaps so that it can eitber be curtailed in the future or transferred to the provinces. To this end Ottawa bas invented a whole new constitutional game which it hopes will consume everyone's energies without any practical effect; namely the assertion that postsecondary education is not a treaty right. However, wbether this is or is not true, aboriginal peoples and tbeir education remain the responsibility of the federal government which, prior to 1987, paid the costs of all qualified aboriginal postsecondary students. It no longer wisbes to do so. That is the reality.

### The CAUT View

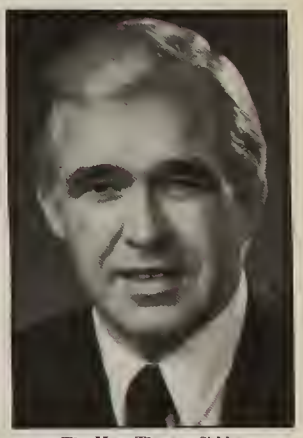
CAUT holds tbat no one should be denied equality of access to postsecondary education for non-academic reasons. Postsecondary education is an investment in tbe future, not only for individuals qualified to participate, but for all Canadians. Canadians of aboriginal ancestry have suffered from inequality of access and opportunity in the past. At a time when many people of aboriginal ancestry recognize the importance of postsecondary education, there ought to be no non-academic barriers to their fullest possible participation.

Accordingly the CAUT Council — the supreme governing body of the Association—adopted the following motion concerning federal financial assistance for aboriginal students in May 1989:

WHEREAS the federal government's policy of full funding of qualified students of native ancestry in Canadian universities and colleges has been successful in enabling growing numbers of native women and men to obtain a postsecondary education;

*AND WHEREAS this policy is* seriously undermined by the cap tbat has been imposed on tbe funding by tbe Department of Indian Affairs and Nortbern Development and tbe department has adamantly refused to revise that position;

BE IT RESOLVED THAT CAUT calls upon the Prime Minister and the Parliament of Canada to take action to remove the cap on the funding of native students in Canadian universities and colleges in order to fulfill this important obligation to the first peoples of Canada.



**The Hon. Thomas Siddon**
Minister of Indian Affairs & Northern Development

Prime Minister Mulroney concluded this August 28th address to the nation with the assertion tbat the "deep wells of sympathy among tbe entire Canadian population" is tbe best guarantee that the aboriginal peoples' legitimate grievances will be dealt witb. He gave the assurance of tbe Government of Canada tbat these grievances will be dealt witb "as constructively and as promptly as they can be".

CAUT trusts tbat tbe Prime Minister will be true to bis word in negotiating solutions with Canada's aboriginal peoples for the problems created due to federal policy changes on financial assistance for aboriginal postsecondary students.

# Le gouvernement Mulroney et l'accès à l'information

A l'ère des ordinateurs et des magnétoscopes où nous nous dirigeons vers une société de plus en plus axée sur l'information, l'accès à l'information devient une nécessité grandissante.

Par tradition, le Canada allie un appareil gouvernemental, démocratique et parlementaire à une confidentialité administrative radicale. Or, des particuliers et des organismes comme l'ACPU ont besoin de consulter des renseignements gouvernementaux pour pouvoir évaluer les activités du gouvernement et participer à la création des politiques publiques. De plus, la réussite de la recherche universitaire effectuée par 25 000 professeurs et bibliothécaires d'université représentés par l'ACPU dépend considérablement de l'accès à l'information.

**Plus ça change, plus c'est pareil?**

Il est donc pénible de remarquer que le gouvernement Mulroney fait preuve d'une étrange ambiguité en ce qui concerne l'accès aux documents gouvernementaux.

D'une part, l'ACPU a constaté que les ministres et les hauts fonctionnaires du gouvernement actuel sont beaucoup plus accessibles pour des entrevues ou des consultations officieuses sur des projets du gouvernement que leurs prédécessseurs. C'est Brian Mulroney, pendant la campagne électorale de 1984, qui a montré la voie lorsqu'il a promis de mettre fin à ce qu'il voyait comme une «accoutumance» à la confidentialité:

«Depuis la dernière guerre, les Canadiens n'ont jamais eu de gouvernement aussi obsédé par la confidentialité que celui qui est actuellement au pouvoir.»

«Le gouvernement impose la confidentialité parce qu'il ne veut pas que [illegible] Canadiens aient accès à des renseignements cruciaux.»

«La confidentialité et la prudence sont devenues des habitudes du gouvernement du Canada et nous ne romprons les habitudes que lorsque nous changerons de gouvernement.»

«La différence entre l'administration actuelle et un nouveau gouvernement conservateur est tout simplement ceci; le gouvernement actuel croit que vous n'avez que des droits restreints de savoir; les Conservateurs croient que vous avez parfaitement le droit de savoir[1].» (traduction)

D'autre part, les Conservateurs sont également obsédés par la confidentialité des documents gouvernementaux. Ils semblent fondamentalement s'opposer à l'esprit de la Loi sur l'accès à l'information dont sont à l'origine deux anciens députés conservateurs, M. Gerald Baldwin et Howard Baker, et que l'ACPU a vigoureusement appuyée au cours des ans.

**Examen parlementaire et réponse du gouvernement**

A l'adoption de la loi en 1982, le gouvernement libéral précédent ajouta une clause prévoyant la tenue d'un examen par un comité parlementaire après trois ans. L'examen a eu lieu et le Comité permanent de la Justice et du Solliciteur général a rendu public un rapport en 1987 intitulé *Une question à deux volets: Comment améliorer le droit d'accès à l'information tout en renforçant les mesures de protection des renseignements personnels.* Le rapport suggérait plusieurs modifications à la loi et l'ACPU a fortement recommandé au gouvernement de les mettre en oeuvre aussi tôt que possible car elles lui auraient permis d'être plus transparent. Le gouvernement a répliqué plus tard dans l'année par un rapport tiède intitulé *Accès et renseignements personnels: les prochaines étapes* qui semblait considérer la Loi sur l'accès à l'information comme le dernier recours pour obtenir de l'information.

Depuis 1987, le gouvernement Mulroney n'a pas réussi à adopter de loi qui améliorerait l'accès aux documents gouvernementaux. De fait, il a adopté ou proposé des lois prévoyant des dispositions de confidentialité allant au-delà des exemptions énumérées dans la Loi sur l'accès à l'information, rendant ainsi futile toute tentative d'examen judiciaire. Les lois suivantes en sont des exemples: la Loi révisée sur les transports, la Loi sur les produits dangereux, la Loi dérogatoire sur les conférences maritimes, la Loi sur l'aéronautique, la Loi de mise en oeuvre de l'Accord atlantique Canada-Terre-Neuve, la Loi sur l'accord entre le Canada et la Nouvelle-Ecosse sur la gestion des ressources pétrolières et gazières et la Loi sur le droit à l'exportation de bois d'oeuvre[2].

Il ne faut pas s'étonner, par conséquent, que l'ancienne commissaire à l'information, Inger Hansen, ait fait remarquer, dans le rapport annuel de 1989-1990, présenté au parlement, que la «la volonté politique qui appuie la liberté d'accès à l'information pourrait être plus ferme[3]». Voilà une situation bien fâcheuse parce que ce secteur ne manque pas de problèmes. La suite du présent document résume ces problèmes que l'ACPU, la Fédération des sciences sociales et la Société historique du Canada, ainsi que d'autres groupes intéressés, ont présenté au Comité permanent de la Justice et du Solliciteur général en 1986[4]. Ces problèmes demeurent insolubles dans la lutte pour faciliter aux universitaires l'accès à l'information.

**Un problème de relations publiques**

D'abord et avant tout, la Loi sur l'accès à l'information n'est pas bien connue des Canadiens. Le fait que l'on ne semble pas bien comprendre la loi explique pourquoi il est difficile d'obtenir des renseignements. Comme le gouvernement le déclare lui-même dans le Plan des dépenses 1990-1991 du Commissariat à l'information, «la charge de travail dépend presque entièrement de la demande du public[5]».

De même, le gouvernement admet, toujours dans le Plan des dépenses, qu'il n'a pas pu remplir sa promesse d'élargir son mandat d'information du public, une promesse datant du rapport de 1987 *Les prochaines étapes.* La raison en est que «la charge de travail (du commissariat à l'information) occasionnée par les enquêtes sur les plaintes ne cesse d'augmenter et qu'il ne dispose pas des ressources nécessaires[6]».

**Serments, attitudes et interprétations**

En deuxième lieu, chaque fonctionnaire fédéral est tenu de prêter le serment suivant: «Je jure que (...) sans y être dûment autorisé, je ne révélerai (...) rien de ce qui viendra à ma connaissance par suite de cet emploi. Que dieu me vienne en aide». Il ne fait pas de doute que certains fonctionnaires se sentent mal à l'aise parce qu'ils croient que s'ils communiquent des renseignements ils peuvent violer leur serment de discrétion.

Cette gêne se complique souvent par des craintes communes qui prévalent chez nombre de fonctionnaires. Ils craignent en effet que la communication de renseignements pourrait embarrasser leur ministre ou qu'une discussion prématurée de nouvelles initiatives pourrait leur causer du tort, voire même qu'un avis politique serait moins franc et moins transparent à cause de l'accès à l'information. La commissaire à l'information, dans son rapport de 1989-1990, a donc déclaré que «la résistance de l'appareil administratif à la liberté d'accès à l'information pourrait être plus faible[7]».

Le troisième problème que pause la Loi sur l'accès à l'information est que le paragraphe 10 (2) stipule que le gouvernement n'est pas tenu de mentionner l'existence d'un dossier. Les hauts fonctionnaires sont donc tentés d'interpréter de manière soit très légaliste ou très libérale une demande de renseignement pour éviter d'y donner suite.

**Délais de communication et critère de détermination du préjudice**

Il arrive souvent que certaines institutions gouvernementales ne se conforment pas au délai de 30 jours prescrits dans la Loi sur l'accès à l'information pour répondre aux demandes d'information. La commissaire à l'information a décelé les causes principales de retards dans la communication de documents:

- l'insuffisance de personnel dans les ministères,
- les formalités à suivre pour obtenir du ministère une décision de divulgation ou de refus, et
- la nécessité pour les institutions fédérales de se consulter entre elles.

La commissaire a en outre fait remarquer que le nombre de plaintes pour retards et prorogations de délai instruites et leur pourcentage par rapport au total des plaintes ont augmenté de 27 % en 1984-1985 à 71 % en 1989-19908.

Le cinquième problème que pose l'accès à l'information est que la loi ne prévoit pas de critère de détermination du préjudice. Malgré les recommandations de la commissaire à l'information en 1987 d'ajouter aux exemptions de la loi un critère de détermination du préjudice qui soit, en plus, discrétionnaire, le gouvernement n'a pris aucune mesure pour régler le problème.

**Renseignements personnels**

Les difficultés d'accès aux documents gouvernementaux sont également attribuables au moratoire de 20 ans imposé par la loi à la communication de renseignements personnels, y compris les représentations des lobbyistes et autres parties intéressées aux politiques gouvernementales.

Dans le cas d'une personne traitant d'affaires relatives aux politiques publiques, un chercheur doit pouvoir prouver que cette personne est décédée depuis plus de 20 ans ou qu'elle est née il y a plus de 90 ans. Par ailleurs, il n'existe aucune disposition visant à informer une personne vivante que le gouvernement prévoit communiquer des renseignements personnels à son sujet pour des «raisons d'intérêt public». Rien ne prévoit non plus, comme le prône l'ACPU, la communication de documents venant de personnes exerçant des pressions sur le gouvernement fédéral pour des questions de politique publique et qui ne contiennent pas de renseignements personnels.

**Documents du cabinet**

L'ACPU et d'autres tiers intéressés à l'accès à l'information ont décelé un septième problème. Il s'agit, en effet, de la latitude inattendue que prend le gouvernement pour définir les «documents du cabinet» en vertu de la loi. On utilise ce terme pour limiter sérieusement l'accès à la correspondance sur les politiques publiques, des études officieuses et d'autres documents relatifs aux affaires fédérales-provinciales ainsi que sur les activités du gouvernement. L'ACPU

**Voir "Mulroney", à la page 15**

# The National Archives

The National Archives is a vital federal resource for the study of Canadian history, culture and public policy. In fact, as Robin Winks has said:

**"The true test of the nature of national character is what people choose, by a conscious act, in the face of contending choices, to preserve."**

Government actions, and in many cases inaction over the past decade has sent an all too common message: "Do more, do it better and do it with less."

**The Nation's Collective Memory**

Dating from 1872, the National Archives is Canada's oldest federal cultural institution. In 1912, the Public Archives Act was passed assigning it the mandate to collect historically important material of every nature and description not only from government sources but also from the private sector.

In the intervening years, the Archives has assumed responsibility for organizing, managing, preserving and disposing of the records of federal government departments and agencies. For the past thirty years it has also provided assistance to the Canadian archival community.

Commenting on the role of the National Archives in the life of any nation, National Archivist, Jean-Pierre Wallot has said:

**"Archives constitute the collective memory of the nation; they are not a luxury, but a necessity in a society that protects individual and collective rights and that needs to foster a sense of identity, of having been and of becoming. Without the "we were", there can be no "we are".**

In 1988-89, the National Archives had a budget of $54 million and a staff of about 800. The Reference and Researcher Services provided on-site reference services in 1988-89 to 5,300 researchers and responded to 3,360 written inquiries plus another 3,712 which were forwarded to the custodial divisions for indepth research. The current National Archivist is Dr. Jean-Pierre Wallot, formerly of the Department of History at the Université de Montréal.

**An Expanded Mandate**

The most important action of the Mulroney government in relation to the archives was the passage of the 1987 Act which greatly expanded the mandate and powers of the Archives. Of particular importance was allocation of a key role in preserving ministerial archives and extending its jurisdiction to cover virtually all government agencies.

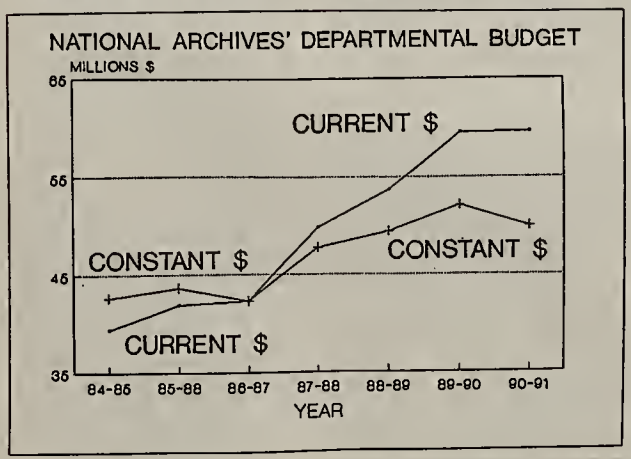
**A Contracting Budget**

The downside has been the government's failure to provide either the buildings, the budget or the political leadership to do this new job in the most effective manner.

The budget (table I) shows that there was a slight increase in real dollar terms until this year when there was a cut of some $2.2 million.

Despite the new responsibilities of the Archives, there has been a steady reduction in the number of staff person years (table 2). This inevitably has meant that, even with the best will in the world, there will be a reduction in service.

Even more serious has been the question of buildings and proper storage. There have been a number of well-publicized disasters in the existing buildings - burst pipes leading to damaged or destroyed documents.




**David Daubney, a Conservative member from Ottawa, noted in 1986 apropos of the George Drew papers: "Sewage from leaking pipes had fallen on the boxes containing his documents. There is a really serious threat to these national treasures."**

Moreover, deacidification of paper is a serious issue for both the National Library and the Archives. Without it, many items will simply disintegrate in the years to come. Regrettably, declining resources have meant that the number of sheets deacidified has dropped from 3,169,964 in 1984/85 to 762,100 in 1988-89.

**Hopes For new Headquarters Raised... then dashed**

In May 1988, the Government announced its decision to renovate the West Memorial Building in Ottawa, making it the headquarters of the National Archives, and the construction of a satellite facility to house the laboratories and collections in Gatineau. The land was purchased in 1989 and it looked as though Canada would finally get decent buildings for the archives and for those who use them for research. Then in December 1989 the government put these projects on ice as part of the freeze on construction projects in the National Capital Region.

The combination of the new archives act and the ever-increasing production of paper and of electronic files has put enormous pressure on the Archives. Co-operation from various government departments to ensure an orderly and effective deposit of their papers has varied widely. The 1988-89 Annual Report puts it delicately: "But many departments' information retrieval performance still appears slow and uncertain. A substantial portion of government records are not yet scheduled for retention and disposal."

**Limitation is on Researcher's Access to Archival Materials**

Government legislation impinges directly on the way researchers can use the Archives. For example, the Access to Information and Privacy Acts have erected some unnecessary harriers to the use of the archives by requiring the researcher to prove that the person dealt with in any document requested has been dead for 20 years. Frequently it is impossible to find this out. The Canadian Historical Association suggested a test based partly on birth dates which are more accessible, but the government did not listen.

That same act requires that persons mentioned in materials requested by a researcher give their permission to release the document. This means that individuals or groups who lobby the government can deny access to researchers to documentary material on their lobbying activities.

**But surely, anyone who lobbies the government, requests action or favours or puts forward particular views to the government should not be able to restrict access to the record of that lobbying for more than the shortest possible period of time. Then all such documents should automatically become public.**

The Archives is a great national asset. The Conservative government has provided a much better legislative base for the operation of the Archives but has failed to supply the necessary finances to house and to administer it properly.

Public Works Canada has announced that a new 250,000 square foot National archives building will be built in Gatineau, Quebec. Construction will begin within 3 years according to department spokesperson Monique Lortie.

## Mulroney

**Suite à la page 14**

le poids souhaité au sein du Cabinet.

La crise financière que traverse actuellement le Conseil des Arts nous pousse à demander ce qui est advenu de notre conviction d'il y a 30 ans, notamment que les arts jouent un rôle important dans notre pays.

Pour M^me^ Zemans, les arts jouent un rôle de premier plan lorsqu'il s'agit de définir ce que c'est que d'être canadien et le fait qu'on les ignore à l'heure actuelle est de mauvais augure pour notre avenir à tous.

[traduction libre]

Où nous situons-nous, qu'est-ce que ça signifie d'être un Canadien, voilà des questions que les artistes canadiens et des Canadiens en général se posent depuis les débuts de notre histoire(...) Dans dix ans d'ici, quelqu'un dira d'Oka, eh bien il y avait ce type-ci qui a écrit, puis un autre (...) ils ont tous dit la même chose ; ils ont tous parlé d'aliénation ; ils ont tous lancé des avertissements. Les politiciens auraient peut-être dû écouter un peu plus attentivement, ou lire un peu plus, et prendre les artistes autochtones un peu plus au sérieux.

(extrait d'un article écrit pour Southam News par Peter Pearson, metteur en scène et réalisateur à la télévision)

*Professeurs d'art au Canada*

Les derniers chiffres publiés par Statistique Canada indiquent qu'il y a environ 1 500 professeurs à temps plein qui enseignent les heaux-arts et les arts décoratifs dans les universités au Canada.

## Conseil

Suite de la page 12

estime que cette restriction est particulièrement fâcheuse parce que l'on peut l'invoquer pour interdire l'accès à des renseignements sur le financement fédéral-provincial et sur d'autres programmes de partage des coûts dans le secteur de l'enseignement postsecondaire et de la recherche.

Les renseignements factuels, par opposition aux avis politiques subjectifs, contenus dans les documents du cabinet devraient être disponibles sauf si la loi prévoit une exemption. Le rapport de 1987 du Comité permanent de la Justice et du Solliciteur général, qui s'est penché sur les questions relatives à l'accès aux documents gouvernementaux, a recommandé qu'une exemption discrétionnaire, mais pas une exclusion, rédigée en termes convenables, protège les documents confidentiels du Cabinet.

Le gouvernement Mulroney, toutefois, a rejeté la recommandation prétextant qu'elle violerait le caractère confidentiel des documents du Cabinet et saperait la convention de la responsabilité ministérielle et collective.

### Conservation des archives

Pour donner une signification à leurs recherches, les chercheurs doivent pouvoir consulter des données historiques du gouvernement. Cela explique pourquoi l'ACPU se préoccupe également de la conservation des archives, une question qui intéresse particulièrement les historiens.

L'accès aux renseignements doit s'assortir de politiques responsables sur le transfert aux archives de dossiers des ministères et des sociétés de la couronne. Des dossiers autrefois publics par le passé ne doivent pas être fermés par inadvertance soit à cause d'un entreposage négligé ou d'un sens exagéré de leur potentiel pour gêner les hauts fonctionnaires actuels. Les représentations de la Société historique du Canada en 1986, appuyées par l'ACPU et la Fédération des sciences sociales, ont insisté sur cet important aspect. M. Greg Kealy, professeur d'histoire à l'Université Memorial, a également avancé cet argument lors de son témoignage en avril dernier devant le Comité spécial d'examen de la Loi constituant le SCRS et de la Loi sur les infractions en matière de sécurité au sujet de la Gendarmerie royale et du SCRS[9].

### Frais de recherche

Le dernier problème associé à l'accès à l'information est que, selon la loi, les demandes de renseignements aux fins de recherche ne sont pas considérées d'intérêt public et ne sont donc pas assujetties à une dispense obligatoire. Le problème se fait particulièrement sentir chez les chercheurs à qui l'on demande de verser d'énormes sommes d'argent à l'avance et qui reçoivent des renseignements pratiquement inutiles pour leurs recherches.

Malgré cet obstacle, il est peu probable que le gouvernement Mulroney agisse. Au contraire, il semble disposé à adopter des modifications à la Loi sur l'accès à l'information qui imposeraient un ticket modérateur aux personnes faisant des demandes de renseignements en vertu de la loi. Aux dires de la ministre de la Justice Kim Campbel en témoignant devant le Comité permanent de la Justice et du Solliciteur général le 10 mai dernier:

«(...) les gens utilisent l'accès à l'information de beaucoup de façons différentes et vous savez que nous avons un déficit très important. Il y a par exemple des gens qui utilisent ce droit d'accès à l'information pour obtenir des exemplaires des rapports que le gouvernement a fait faire et payé en vue de s'en servir ensuite à leurs propres fins commerciales. Je ne sens pas que c'était là l'intention de la Loi sur l'accès à l'information[10]».

Cette déclaration, cependant, soulève toujours une question fondamentale: Pourquoi faudrait-il imposer à la population des frais pour consulter des renseignements acquis à même l'impôt des contribuables?

### Conclusion

Dans son rapport annuel de 1986-1987, la commissaire à l'information, Inger Hansen, a condamné la politique sur l'accès à l'information du gouvernement. Elle l'a accusé de laisser entendre aux fonctionnaires qu'ils devraient utiliser leurs pouvoirs pour bloquer l'accès à l'information dans toute la mesure du possible et amoindrir ainsi les effets de la loi. Elle a en outre déclaré que le rapport de 1987 du Comité permanent de la Justice et du Solliciteur général «pavait la voie à une loi améliorée. Le gouvernement l'a obstruée[11]».

L'ACPU espère que cette remarque inhabituellement caustique de la part d'un haut fonctionnaire, de même que les pressions qu'elle exerce sur l'opinion publique, inciteront le gouvernement Mulroney à revoir sa stratégie face à la question de l'accès à l'information.

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### Notes

1. *Notes for an address by the honourable Brian Mulroney, P.C., M. P., Kingston, Ontario.*, le 12 août 1984, p. 1.
2. Ken Rubin, «Penchant for secrecy is gutting Access law» in *The Ottawa Citizen*, 18 novembre 1987, p. A9.
3. *Rapport annuel du Commissaire à l'information du Canada 1989-1990*, Approvisionnements et Services, Ottawa, 1990, p.2
4. Note pour les membres du Conseil de l'ACPU du président de l'ACPU, le 29 mars 1988.
5. Gouvernement du Canada. *Commissariats à l'information et à la protection de la vie privée. Budget des dépenses 1990-1991. Partie III, Plan des dépenses*, Approvisionnements et Services, Ottawa, 1990, p. 22.
6. *Ibid.*, p. 8.
7. *Op sit.*, p. 2.
8. *Ibid.*, p. 9.
9. Chambre des communes. *Procès-verbaux et témoignages du Comité spécial d'examen de la Loi constituant le SCRS et de la Loi sur les infractions en matière de sécurité, le 26 avril 1990*. Imprimerie de la Reine, Ottawa, 1990, pp. 29:8-29:9.
10. Chambre des communes. *Procès-verbaux et témoignages du Comité permanent de la Justice et du Solliciteur général, le 10 mai 1990*, Imprimerie de la Reine, Ottawa, 1990, p. 34:15.
11. *Rapport annuel du Commissaire à l'information 1987-1988*, Approvisionnements et Services, Ottawa, 1988, p. 7.

# L'aide aux étudiants et la stratégie pour le changement

*De la Fédératian canadienne des étudiants*

À l'occasion de la Journée nationale des étudiantes et étudiants qui avait lieu le 17 octobre dernier, la Fédération canadienne des étudiants (FCÉ) a publié sa stratégie pour le changement, un plan de remaniement du système d'enseignement postsecondaire.

Une des parties importantes du plan porte sur l'aide financière aux étudiant(e)s et préconise l'abolition des frais de scolarité. Selon la FCÉ, cette abolition est essentielle au maintien de l'accessibilité au système canadien d'enseignement postsecondaire.

«La situation critique dans laquelle se retrouve actuellement l'enseignement postsecondaire ne pourra être résolue en haussant les frais de scolarité ou en incitant un plus grand endettement de la part des étudiantes et des étudiants», de dire Jane Arnold, présidente de la fédération qui compte 400 000 membres.

«Par les impôts qu'ils paient, les Canadiens financent déjà l'enseignement postsecondaire; les frais de scolarité constituent donc des frais d'utilisation. Imaginez que les élèves des niveaux élémentaire et secondaire doivent payer des frais de scolarité. Ce serait inconcevable, n'est-ce pas?».

La FCÉ propose également la mise sur pied d'un Programme national de bourses qui remplacerait les plans d'aide actuels des gouvernements fédéral, provinciaux et territoriaux en établissant un régime de bourses qui seraient évidemment non remboursables. En vertu de ce régime, les bourses seraient attribuées aux étudiants en fonction d'une évaluation de leurs besoins financiers calculés uniquement à partir de leur revenu personnel.

Le gouvernement fédéral financerait le programme, tandis que les provinces et les territoires en assureraient la gestion. Des dispositions permettraient d'établir les montants que doivent payer les étudiants autonomes, les étudiants ayant des personnes à charge, les étudiants ayant des besoins spéciaux — souffrant de handicaps physiques — ou les étudiants vivant dans des régions où le coût de la vie est élevé. Le programme serait transférable, ce qui signifie qu'un étudiant pourrait utiliser une bourse d'études dans n'importe quelle province ou n'importe quel territoire.

Le Programme national de bourses viserait à s'assurer que les étudiants n'aient pas à s'endetter pour poursuivre leurs études. Selon une étude publiée par le Secrétariat d'État du Canada, en 1987-1988, 29,3 pour 100 des étudiants de dernière année ayant bénéficié du Programme canadien de prêts aux étudiants devaient rembourser plus de 5 000 dollars, 13,9 pour 100 devaient rembourser plus de 10 000 dollars, et 4,6 pour 100, plus de 15 000 dollars. En comptant également les prêts octroyés par les provinces, nombreux sont les étudiants qui doivent rembourser plus de 15 000 dollars.

Les propositions mises de l'avant dans la Stratégie pour le changement constituent les dernières d'une série de recommandations formulées par la FCÉ sur l'aide aux étudiants en vue de réduire les obstacles financiers aux études postsecondaires au Canada.

En décembre dernier, le gouvernement fédéral annonçait que dès le mois d'août 1991, des «frais d'administration» de 3 pour 100 seraient imposés sur tous les prêts consentis en vertu du Programme canadien de prêts aux étudiants. Depuis cette annonce, la FCÉ et l'Association canadienne des professeurs d'université (ACPU) exercent des pressions auprès du gouvernement afin de l'inciter à revoir sa décision. Aux yeux des deux organismes, les frais proposés constituent une taxe qui ne fera que décourager les étudiants de s'inscrire à l'université.

La FCÉ et l'ACPU ont également prôné une révision du Programme canadien de prêts aux étudiants, qui n'a pas été modifié en profondeur depuis sa mise sur pied en 1964. La réforme proposée par la FCÉ visait principalement la modification du programme afin qu'il reconnaisse l'importance des femmes et des étudiants adultes, qui représentent une proportion sans cesse croissante des étudiants de premier cycle sur les campus universitaires canadiens.

Le Programme canadien de prêts aux étudiant(e)s à temps partiel constitue également une autre priorité. Depuis la mise en oeuvre du programme en 1983, moins de 1 pour 100 des étudiants

Voir "étudiants", à la page 17

# La limitation de l'aide financière aux étudiants autochtones

Lors d'une allocution télévisée à la grandeur du pays le 28 août dernier au sujet de la crise d'Oka, Brian Mulroney a soulevé la question des «obligations morales et juridiques» du Canada à l'égard de la protection des droits des peuples autochtones. Il a soulevé la question au regard de trois différents secteurs, dont celui de l'éducation.

L'ACPU convient avec le premier ministre que les peuples autochtones du Canada ont accompli des progrès dans le domaine de l'éducation ces dernière années. De fait, l'association estime qu'il est important de reconnaître le rôle que le gouvernement a joué pour encourager les jeunes Indiens et Inuit à poursuivre des études postsecondaires. Grâce à son rôle, les inscriptions des autochtones aux études postsecondaires sont passées de 2 500 étudiants en 1975 à 18 000 étudiants cette année.

Voilà pourquoi l'évolution ces dernières années des politiques du gouvernement fédéral en matière d'aide financière aux jeunes autochtones inscrits à des études postsecondaires trouble l'ACPU. Lors de son allocution, le premier ministre a déclaré que «les avantages dont jouissent les Indiens comprennent entre autres (...) la formation universitaire (y compris la gratuité de l'enseignement, du transport, des livres et du logement en pension). Cela s'ajoute aux programmes économiques et sociaux accessibles à tous les Canadiens». Or, il ne fait pas de doute que l'évolution des politiques au cours des trois dernières années n'a servi qu'à créer de nouveaux obstacles pour les autochtones désireux de poursuivre des études postsecondaires.

### Un rappel des faits

De 1973 à 1987, tous les étudiants indiens inscrits et inuit admis à un établissement d'enseignement postsecondaire ou à un programme de préparation au niveau postsecondaire étaient admissibles à une aide financière en vertu du Programme d'aide à l'enseignement postsecondaire (PAEP). Tous les étudiants admissibles qui présentaient une demande d'aide financière l'obtenait. L'aide financière couvrait toutes les dépenses suivantes: les frais d'inscription et de scolarité, les livres et les fournitures, les indemnités spéciales de logement, les services d'orientation, les frais de transport, les allocations de subsistance et des primes d'études supérieures. Aucune limite monétaire stricte à l'aide offerte ne s'appliquait à chaque étudiant. Cependant, les étudiants avaient droit à une aide financière pendant un maximum de 96 mois d'études au niveau postsecondaire.

A la suite de modifications de réglementation effectuées par le gouvernement Mulroney, ces avantages ont pratiquement tous été changés. Lorsque le ministre des Affaires indiennes et du Nord a annoncé la création du Programme d'aide aux étudiants de niveau postsecondaire (PAENP) en mars 1989, l'ACPU et d'autres organismes se sont plaints d'un élément important, la limitation de facto des avantages pour les étudiants. Les niveaux maximaux d'aide pour les frais de subsistance ont été établis en fonction du coût de la vie, par exemple les régions à loyers élevés par rapport à d'autres régions du Canada, plutôt qu'en fonction des besoins des étudiants. Les crédits globaux disponibles pour l'aide aux étudiants seront désormais versés dans les limites des crédits votés par le Parlement.

### Résultats du PAENP

Ces changements ont eu des résultats plus que fâcheux.

Selon le ministère des Affaires indiennes et du Nord, on a «reporté» 1 142 demandes d'aide financière au cours des deux dernières années. Cette mesure est attribuable au fait que le financement du PAENP, totalisant 130,5 millions en 1989-1990, n'a pas suivi le rythme de l'augmentation du nombre d'étudiants autochtones éventuels.

A cause de ces «reports», les groupes autochtones nourrissent une grande acrimonie envers le gouvernement fédéral au sujet de la valeur du PAENP. De fait, des divisions se sont fait sentir à un point tel que la question a déclenché des grèves de la faim au pays. De plus, les divisions étaient si bien tranchées qu'une revue internationale comme *The Chronicle of Higher Education* pouvait déclarer dans le numéro du 25 octobre 1989, sans crainte de se faire accuser d'exagération, que le programme était rejeté parce que la plupart des groupes indiens et inuit canadiens le trouvaient insuffisants. Une recommandation du Comité permanent des affaires autochtones de la Chambre des communes, formulée l'année dernière à la suite d'un examen du PAENP, n'a pas fait taire ce tollé de protestations. Cette recommandation proposait une consultation suivie, complète et significative entre le gouvernement du Canada et les peuples autochtones afin d'obtenir un consensus sur les politiques et les directives en matière d'enseignement postsecondaire.

### La constitution et les traités

La situation constitutionnelle du Canada a aggravé davantage les problèmes liés à la création du PAENP. Depuis la mort de l'Accord du lac Meech, le premier ministre a déclaré à plusieurs reprises que l'on ne pouvait pas grand chose pour améliorer le sort des peuples autochtones sans un accord unanime de la part des provinces au moyen d'un cadre constitutionnel encore à établir. Ce n'est certes pas le cas, pourtant, en ce qui a trait à l'aide financière destinée aux autochtones poursuivant des études postsecondaires. Personne n'a mis en doute la constitutionnalité de la responsabilité du gouvernement fédéral en matière d'éducation des autochtones.

Le problème dépend plutôt d'une question de droit découlant des traités. A l'heure actuelle, le gouverneme27

Mulroney ne reconnaît pas l'éducation postsecondaire à titre de droit découlant des traités parce que la plupart de ces derniers ne mentionnent pas expressément l'éducation postsecondaire. Cette position se fonde sur une interprétation littérale de la Loi sur les Indiens, d'après laquelle la responsabilité fédérale se limite à l'éducation, dans les réserves, des enfants de 6 à 17 ans. Cependant, la plupart des groupes autochtones croient que l'éducation postsecondaire est à la fois un droit découlant des traités, un droit ancestral et une obligation fiduciaire du gouvernement fédéral. L'ACPU recommande donc instamment au premier ministre Mulroney et à son gouvernement de déterminer avec les peuples autochtones du Canada le véritable cadre de l'aide financière, notamment la reconnaissance de l'éducation comme un droit découlant des traités.

Le gouvernement fédéral n'a pas ménagé les efforts pour essayer de mettre un terme au droit des autochtones aux études postsecondaires et de rendre le programme discrétionnaire. Pourquoi faudrait-il qu'il en soit ainsi? C'est peut-être pour pouvoir soit le restreindre à l'avenir ou le transférer aux provinces. Le gouvernement fédéral a donc inventé un tout nouveau jeu constitutionnel qui consumera, l'espère-t-il, l'énergie de chacun sans conséquences pratiques. Il s'agit notamment d'affirmer que l'éducation postsecondaire ne découle pas des traités. Cependant, que cela soit vrai ou non, les autochtones et leur éducation continuent de relever du gouvernement fédéral qui assumait, avant 1987, les frais de tous les étudiants autochtones qualifiés au niveau postsecondaire. Or, la réalité est tout autre: il ne désire plus le faire.

### L'Opinion de L'ACPU

L'ACPU soutient qu'il ne faut refuser à personne le droit aux études postsecondaires pour des motifs pratiques. Les études postsecondaires sont un investissement dans l'avenir, non seulement pour les personnes aptes à y participer mais aussi pour tous les Canadiens. Les Canadiens d'origine autochtone ont souffert par le passé de l'inégalité des chances et de l'accès. Maintenant que nombre de citoyens d'origine autochtone reconnaissent l'importance des études postsecondaires, il ne faut pas dresser des obstacles financiers pour empêcher leur participation la plus complète possible.

Le Conseil de l'ACPU, organe suprême de direction de l'association, a donc adopté la résolution suivante sur l'aide financière du gouvernement fédéral aux étudiants autochtones en mai 1989.

ATTENDU QUE la politique du gouvernement fédéral d'offrir une aide financière complète aux étudiants d'origine autochtone qualifiés des universités et collèges canadiens a permis à un nombre croissant de femmes et d'hommes autochtones de faire des études postsecondaires;

ET ATTENDU QUE cette politique est sérieusement menacée par le plafond que le ministère des Affaires indiennes et du Nord a imposé à l'aide financière et que ce dernier s'est montré inflexible en refusant de réviser sa position;

QU'IL SOIT RÉSOLU QUE l'ACPU demande au premier ministre et au Parlement canadien de prendre les mesures nécessaires pour abolir le plafond imposé à l'aide financière aux étudiants autochtones des universités et collèges canadiens afin de s'acquitter de cette importante obligation envers les premiers peuples du Canada.

### Conclusion

Dans son allocution à la nation, prononcée le 28 août, le premier ministre a conclu en déclarant que «la population canadienne est largement sympathique (aux) revendications légitimes» des peuples autochtones. «C'est là (leur) meilleure garantie» et «l'on fera en sorte d'y répondre». Il a donné «l'assurance du gouvernement du Canada qu'elles seront traitées de façon aussi constructive et prompte que possible». L'ACPU a confiance que le premier ministre tiendra parole et qu'il négociera avec les peuples autochtones du Canada des solutions aux problèmes causés par les modifications apportées aux politiques fédérales en matière d'aide financière aux étudiants autochtones au niveau postsecondaire.

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## étudiants

Suite à la page 16

canadiens à temps partiel s'en sont prévalus. La FCE a suggéré plusieurs réformes au programme, réformes qui devraient permettre d'accroître le nombre de bénéficiaires. Parmi ses suggestions mentionnons l'augmentation du capital disponible, l'ajout d'options de consolidation de prêts et d'appel au sujet des prêts alloués, et le report de la date de remboursement, qui est actuellement fixée à 30 jours après l'emprunt.

# Censorship and Academic Freedom: The Tory Years

A former Prime Minister of Canada once declared that the State has no business in the bedrooms of the nation. Yet since 1984, the Conservative government of Brian Mulroney has taken various measures aimed at censoring what is seen and read in the university libraries, classrooms, art galleries and museums of the nation. CAUT hopes that, in tbe future, the federal government will consider CAUT proposals for a more common-sense approach to the questions of pornography and censorship.

### 1984-88: Porno Legislation During The First Tory Term

Like the Liberals before them, the Mulroney government bas proposed sweeping amendments to the criminal code concerning pornography and censorship. Bill C-54 was introduced in the House of Commons by Justice Minister Ray Hnatyshyn in May 1987, after a previous censorship bill that had been introduced in 1986 died on the order paper. According to the Minister, the bill provided a definition of pornography that was "clear and unambiguous". Instead it drew a distinction between erotica and pornography that was puritanical and potentially devastating for all creative artists and writers, including those in the universities.

Under Bill C-54 pornography was given an extremely broad definition that included any visual material depicting masturbation or ejaculation, and vaginal, anal or oral intercourse. Nevertheless the bill did include two important safeguards which CAUT has advocated from time to time and which have been rejected by previous governments. The first was that no action may be taken under the legislation except with the formal permission of the provincial attorney-general in question. The second is the provision of an artistic, educational or scientific defense.

### The Controversy Begins

While these measures would have prevented the launching of vigilante attacks on university libraries or courses and provided universities and individual professors with a minimum grounds for defense, Bill C-54 led to cries of outrage on the part of many both within and outside the university community. The national press ridiculed the puritanical nature of the bill, saying that it would make Canada the laughing stock of the western world. Art galleries, museums and libraries held exhibitions of cultural materials that would have been banned under the legislation. In 1988 the Book and Periodical Development Council devoted its annual Freedom to Read Week to an attack on the government's legislation. Joining with these other groups, CAUT was instrumental in demonstrating the difficulties inherent in Bill C-54 and relating them to tbe university community.

### The CAUT Viewpoint

In CAUT's view, Bill C-54 employed such sweeping terminology that, in curbing pornography, the bill would have also restricted access to works of art, sculpture, film and drama that could be interpreted as having a sexual theme. Its definition of pornography could bave easily embraced works of art as varied as Oedipus Rex, Romeo and Juliet and The Tin Drum, and would have been a nightmare for university teachers in performing arts, fine arts and film studies who wish to teach or stage such works. Naturally, this problem would have been compounded for those university librarians who stock these works on their library shelves.

Bill C-54 would also have threatened whole areas of research and teaching materials in medical schools and universities including literary, anthropological, sociological and psychological as well as research on pornography itself and sexuality in general. For example, the bill could have prevented some clinical studies of teenage sexuality or anthropological studies of coming of age ceremonies. Lest anyone think this absurd, it should be remembered that Canada Customs in 1983 tried to prevent the medical faculty in Manitoba from importing a film on masturbation. Nor is it clear how research on child pornography and the sexual abuse of children could have been carried out in Canada under the Bill, or how one could even depict the evils of the pornography industry.

With the calling of the 1988 federal election, Bill C-54 died on the House of Commons order paper at second reading. One is not hard pressed to conclude that the bill was intended to do so. The government could then pacify its "Moral Majority" wing without actually, in the end, doing anything. The Trudeau government practiced a similar cynical approach. However, the danger is that the governments which state publicly and frequently tbat they are in favour of silly laws sometimes can be forced to deliver on their promises and their rhetoric.

### Continuing Problems In The Second Tory Term

To date, while some ministers have mused in the House of Commons about the need to introduce future legislative initiatives to restrict pornography (1), a similar censorship bill has not been proposed by the Mulroney government. Yet that does not mean that all is well on the censorship front.

For example, the Globe and Mail has noted in two recent articles (2) that Canada Customs officials regularly seize and detain books and magazines at the Canadian border that are being imported by the nation's three homosexual bookstores. In all cases these materials have been seized on the basis of tariff code 9956's prohibition into Canada of material dealing with incest, child pornography, bestiality, sex with violence, bondage and degradation.

The absurdity of this situation is that many of the books and magazines being seized are clearly of a non-erotic nature, such as literary fiction, biography and works of sociology, sexuality, history and culture and the current AIDS crisis. Indeed, many of them can be found on university course reading lists and on the shelves of large Canadian bookstore chains. Among the books being detained is William Burroughs' The Naked Lunch and Canadian writer Jane Rule's novel The Young In One Another's Arms, as well as works by such prominent authors as Allen Ginsberg, William S. Burroughs, Paul Bowles, Christopher Isherwood, Pier Paolo Pasolini and Geoff Mains.

The situation also has an onerous note because, as the Globe and Mail articles state, none of the books and magazines has ever been prohibited—just delayed, time and time again. Such detainments serve to significantly slow down a bookstore's payment schedule, making it difficult for tbat bookstore to survive financially.

### The Salman Rushdie Affair

In March 1989 another side of the censorship-at-the-border question arose. The importation of Salman Rushdie's novel The Satanic Verses was delayed for several days by Canada Customs officials while the Department of National Revenue ruled as to whether it constituted heat propaganda towards Muslims under Tariff code 9956. Soon after, the Department permitted the novel's entry into Canada, but not before the Mulroney government became embroilled in an international controversy over censorship and freedom of speech.

As the Satanic Verses importation delay became public knowledge, many Muslims were staging demonstrations around the world to condemn the novel as a blasphemy against the Muslim faith and to seek an international ban on the book. The depth of feeling among the demonstrators was such that copies of the novel were often burned, as were effigies of its author. International Muslim condemnation of the Satanic Verses was crowned when Iran's former political and spiritual leader, the Ayatollah Khomeini, issued a declaration calling for the death of Salman Rushdie because of his literary affront to Islam.. Rushdie responded by going into hiding — a state in which he has remained up to this day.

In the midst of the world-wide controversy, it did not take long before the temporary delay of the importation of the novel became a beated issue in Canada. Debate on the matter grew to the point where Prime Minister Mulroney decided to express in public his displeasure with National Revenue over the delay. The Minister of National Revenue, Otto Jelinek, ordered a procedural review in order to, in his words, "maintain freedom of expression as guaranteed by the Canadian Charter of Rights and Freedoms as well as afford protection to identifiable groups from the importation of hate propaganda into Canada (3)".

### New Procedure and Bill C-17

To the federal government's credit, this procedural review led, two months later, to the abolition of the practice of detaining books at the border until a review for hate propaganda purposes has been completed. Revised procedures were developed in consultation with members of the Canadian book industry associations, including the Association of Canadian Publishers, the Canadian Book Publishers' Council, the Canadian Booksellers' Association, the Periodical Marketers of Canada, l'Association des éditeurs canadiens and l'Association des libraires du Québec. They allow National Revenue to provide advance rulings to members of the Canadian book industry when complaints about books of interest to the industry are received (4).

Yet ironically, as it was completing its procedural review, the Mulroney government introduced Bill C-17, an act to amend the Customs Tariff. Contained in this bill is section 25, an innocuous clause which deleted the previous legislative requirement for an annual Parliamentary review to re-enact Tariff Code 9956. The opposition parties responded that this Code is the wrong vehicle for addressing the question of the importation of pornographic, hate, treasonable and

See "Censorship", page 19

# Librarians' Committee Column

Early in October the Committee met by conference call to introduce the new members and to prepare for the October meeting of CAUT Council which is attended by the Chair of the Librarians Committee. Plans for the upcoming Librarians' Conference in November were also discussed.

A number of issues of concern to the university library community were considered: Draft Policy Statements, CAUT/CACUL Guildelines for the Appointment and Review of Chief Librarians; Release Time for the Chair; Librarians' Activities and Strike Action; the working draft of the Scholarly Journals Cutback Study; Terms of Reference; the Librarians' (early) Retirement Study; and the AUCC Commission of Inquiry concerning Canadian Universities. Many of those items will appear on the agenda of the Committee's November meeting.

**CAUT Council: Librarians' Breakfast Caucus**

There was lively discussion on a number of topics at the breakfast caucus hosted by the Librarians' Committee Chair. For the Chair of the Librarians' Committee, the caucus provides an invaluable opportunity to represent the interests of librarians to Council and to serve as an advocate for academic librarians.

Some of the discussion revolved around issues arising from the Council meeting of the previous day. Members were pleased to see that librarians were included in the Amendments to the General By-law Article 5.4(b)(iii)(c). Tbis prompted a discussion of the term "professional librarian", "librarian", "academic librarian" and "academic professional librarian" - all of which have been used in CAUT documents.

Tbe designation "librarian" covers a wide spectrum and the manner in which it is used has implications in collective bargaining. It was decided that this matter would be brougbt to the Committee's November meeting for consideration.

Some concern was expressed that the Study of Part-time Faculty/Teachers (Rajagopal/Farr) excludes librarians even though librarians are often within the part-time category. The question of tbe desirability of such a survey for librarians will be discussed at the November meeting.

Tbe issue of librarians' workloads generated much discussion. It was agreed that workload sbould be the subject at the first plenary session of the Conference. The difficult position in whicb librarians often find themselves during work stoppages by otbers is a recurring problem and a matter of concern to tbe Caucus. The Chair was given information about situations at several universities and will raise this matter at the November meeting.

**Terms of Reference**

The Chair of the Librarians Committee met with the Chairs of tbe other Standing Committees (AF&T, SWC) and with members of the Elections and Resolutions Committee on two occasions during the weekend.

The meetings were generated by tbe need to review the manner in wbich the committees provide advice to Council about the nominees for election to the committees. The question of a review resulted from a motion passed at tbe May 1990 Council requesting that the Elections and Resolutions Committee review how the three standing committees bandle nominations to the Committee, and then make recommendations to Council.

The meetings proved fruitful. The Committee will review its terms of reference in this regard at the November meeting.

P.S. Academic staff members concerned about these and otber related matters are encouraged to make their views known to the CAUT Librarians' Committee.

**Librarians' Conference**

Committee members bave focused on finalizing preparations for the first CAUT Librarians' Conference - "The Academic Partnership" - to be held at the Westin Hotel. Ottawa, November 23-25, 1990.

Tbe conference is an important means of disseminating information to both librarians and faculty members. The topics are wide-ranging and timely, and should generate a great amount of discussion among participants.

Plenary sessions will deal with issues related to Workload; Research; Evaluations; Promotions and Tenure. Concurrent sessions will follow and will concentrate on Retirement; Professional Development; the Merging of Faculty and Librarians in a Single Bargaining Unit; Gender Issues; and Academic and Faculty Status.

Judging from tbe amount of interest expressed by delegates at CAUT Council, the Conference promises to be both stimulating and productive. If representatives from the associations have not already registered, we encourage them to do so immediately.

See you in Ottawa!

Nora D.S. Robins
Chair, Librarians' Committee

# CAUT policy on Canadianization

Since 1977 CAUT's policy on Canadianization has had, as its central tenet:

a) openings available at Canadian universities should be made known to Canadians by means of advertisements in the CAUT Bulletin and University Affairs and by formal and informal employment services, including departments of manpower or labour. Such searches must not be avoided or their purpose defeated by appointments made on the basis of personal contacts only;

b) the appointment of a person who is not a Canadian or legally a resident of Canada should be justified to the satisfaction of a university or faculty committee."

Recently the CAUT executive appointed an ad hoc committee consisting of Claude Dionne (Moncton), Joyce Lorrimer (Wilfrid Laurier) and Mark Sandilands (Lethbridge) to review the 1977 Council position.

The Committee requests that individual members concerned about the policy write to Committee on Canadianization, c/o CAUT, 294 Albert Street, Suite 308, Ottawa, K1P 6E6.

Specifically, please provide views on:

• whether the 1977 Council position is still valid — whether it should be strengthened, weakened, maintained or abolished and;

• what you think about the current CAUT position on two-tier advertising and;

• whether there are other ways of encouraging Canadian universities to play a positive role in the enrichment of the Canadian community and national identities as the 1977 policy suggested.

For more information about tbe CAUT Canadianization policy, please see the October 1990 Bulletin.

## Censorship

**Continued from page 18**

seditious materials—particularly when no parliamentary consensus exists as to what constitutes sucb materials (5). Yet despite such complaints, section 25 remained unchanged when Bill C-17 was passed by the Senate and given Royal Assent the following October. Furthermore, to date no new legislation has been proposed that corrects this situation.

**Alternative Suggestions**

CAUT believes that any suggested changes in the law should be based on real, not imaginary evidence, and that such amendments should be within the following parameters:

• In any redefinition of obscenity under the criminal code, the federal government should provide effective safeguards in order to allow the university and artistic communities to make use of allegedly pornographic materials in tbe legitimate conduct of tbeir res-ponsibilities.

• Any cbanges to tbe definition of obscenity should not apply to books or to bona fide paintings or sculptures but should be restricted to films, video tapes and photographs as is the case in Great Britain.

• University collections per se, particularly anthropological collections, should be protected from attack under obscenity legislation.

• For a work to be judged obscene, it should be judged in its entirety.

• Those who are unfairly attacked in the courts should be able to secure costs and damages if tbey are acquitted of charges.

• Laws relating to the procuring and use of cbildren to undertake sexual acts whether live or on film should clearly prohibit tbis practice, but should not be a camouflage for a general change in the obscenity provisions.

Many Canadians are unaware that tbe obscenity laws in Canada are much tougher than in the United States and items which are frequently cited as justifying changes in the law, sucb as child pornography and snuff films, are already almost certainly illegal. Thus the question is often one of failure to enforce rather than a need to amend the law. Tberefore, CAUT bas urged the provincial attorneys-general to prosecute hard-core pornography sales under existing legislation.

NOTES

1. Hansard (December 8, 1989), p. 6664; and Hansard (December 11, 1989), p. 6749.

2. William French, "Rushdie affair raises tough questions on censorship" in The Globe and Mail (February 21, 1989) and H.J. Kirchhoff, "A sad chapter in bomophobia" in The Globe and Mail (July 14, 1990).

3. Minister of National Revenue to CAUT President, September 8, 1989.

4. Revenue Canada Customs and Excise, Customs Notice N-333. (May 23, 1989).

5. See, for example, Hansard (June 5, 1989), p. 2563 and (June 26, 1989), p. 3569.

# Censure et liberté universitaire: les années du P.C.

**Introduction**

Un ancien premier ministre du Canada a déjà déclaré que l'État n'avait rien à faire dans les chambres à coucher des citoyens. Pourtant, depuis 1984, le gouvernement conservateur de Brian Mulroney a adopté diverses mesures visant à censurer ce que l'on peut voir et lire dans les bibliothèques des universités, les salles de classe, les galeries d'art et les musées de la nation. L'ACPU espère que dans l'avenir, le gouvemement fédéral examinera ses propositions visant à aborder les questions de pornographie et de censure avec davantage de bon sens.

**1984-1988: La législation sur la pornographie pendant le premier mandat des Conservateurs**

À l'instar des Libéraux avant lui, le gouvemement Mulroney a proposé des changements profonds au code criminel concemant la pornographie et la censure. En mai 1987, le ministre de la Justice, Ray Hnatyshyn, déposait à la Chambre des communes le projet de loi C-54, après qu'un précédent projet de loi sur la censure déposé en 1986 mourut au feuilleton. De l'avis du ministre, le projet de loi offrait une définition «claire et non ambiguë» de la pomographie. En fait, il établissait plutôt entre la littérature érotique et la pornographie une distinction puritaine et susceptible d'avoir des effets dévastateurs pour tous les artistes créateurs et écrivains, y compris ceux qui oeuvrent dans les universités.

Dans le projet de loi C-54, la définition de la pomographie était extrêmement large et comprenait tout matériel visuel dépeignant la masturbation et l'éjaculation de même que les relations sexuelles vaginales, anales ou orales. Néanmoins, le projet de loi prévoyait deux importantes garanties qu'avait prônées l'ACPU à l'occasion et qui avait été rejetées par les gouvernements précédents. Selon la première de ces garanties, aucune mesure ne pourrait être prise en vertu de la loi sans la permission officielle du ministre de la justice provincial concerné. La deuxième consistait en un moyen de défense applicable aux arts, à l'éducation et à la science.

**La controverse débute**

Bien que ces mesures eurent permis d'éviter des attaques non fondées contre les bibliothèques ou les cours universitaires et procuré aux universités et aux professeurs des moyens minimaux de défense, beaucoup, tant au sein de la communauté universitaire qu'à l'extérieur, crièrent au scandale par suite du projet de loi C-54. La presse nationale ridiculisa l'aspect puritain du projet de loi et, disant qu'il ferait du Canada la risée du monde occidental. Les galeries d'art, les musées et les bibliothèques présentèrent des expositions de matériel culturel qui auraient été interdites en vertu du projet de loi, disant qu'il ferait du Canada la risée du monde occidental. Les galeries d'art, les musées et les bibliothèques présentèrent des expositions de matériel culturel qui auraient été interdites en vertu du projet de loi. En 1988, le «Books and Periodical Development Council» (Conseil de développement du livre et du périodique) consacra sa semaine annuelle de la lecture à une attaque contre le projet de loi du gouvemement. Se joignant à ces groupes, l'ACPU contribua à mettre en lumière les difficultés inhérentes au projet de loi C-54 et à établir un rapport entre elles et la communauté universitaire.

**Le point de vue de l'acpu**

De l'avis de l'ACPU, le projet de loi C-54 utilisait une terminologie tellement englobante qu'il aurait non seulement refreiné la pornographie mais également limité l'accès à des oeuvres d'art, à des sculptures, à des films et à des pièces de théâtre dont le thème aurait pu être interprété comme à caractère sexuel. Sa définition de la pornographie aurait pu facilement s'étendre à des oeuvres d'art aussi variées que *Oedipus roi*, *Roméo et Juliette* et *Le tambour* et elle aurait constitué un cauchemar pour les professeurs d'art d'interprétation, de beaux-arts et d'études cinématographiques qui veulent enseigner ces arts ou en faire des mises en scène. Naturellement, les bibliothécaires des universités qui accumulent ces oeuvres dans leurs étagères auraient fait face à un problème encore plus grave.

Le projet de loi C-54 aurait aussi constitué une menace pour la vaste quantité de matériel de recherche et d'enseignement dans les facultés de médecine et les universités, dans les domaines de la littérature, de l'anthropologie, de la sociologie et de la psychologie de même qu'en matière de recherche sur la pornographie elle-même et sur la sexualité en général. À titre d'exemple, le projet de loi aurait pu empêcher certaines études cliniques de la sexualité à l'adolescence ou des études anthropologiques sur des cérémonies d'initiation à la majorité. Afin que personne ne croit que ceci est absurde, rappelons-nous que les Douanes ont tenté en 1983 d'empêcher la faculté de médecine du Manitoba d'importer un film sur la masturbation. Il n'est pas clair non plus de quelle façon la recherche sur la pornographie enfantine et la vie sexuelle des enfants aurait pu être effectuée au Canada sous l'empire du projet de loi ou comment l'on aurait pu même dépeindre les fléaux de l'industrie de la pornographie.

Lorsque les élections fédérales de 1988 furent déclenchées, le projet de loi C-54 mourut au feuilleton de la Chambre des communes à l'étape de la deuxième lecture. Il n'est guère besoin de se faire prier pour conclure que telle était l'intention du gouvernement qui pouvait ainsi apaiser sa «majorité morale» sans finalement faire quoi que ce soit de concret. Le gouvernement Trudeau a utilisé d'un état de cynisme semblable. Le danger toutefois est que les gouvernements qui se déclarent publiquement en maintes occasions en faveur de lois idiotes peuvent parfois se voir forcés de respecter leurs promesses et leur rhétorique.

**Deuxième mandat des conservateurs: les difficultés persistent**

À ce jour, bien que certains ministres aient médité à la Chambre des communes sur la nécessité de présenter d'autres mesures législatives pour restreindre la pomographie (1), le gouvernement Mulroney n'a pas proposé un projet de loi semblable sur la censure. Pourtant, ceci ne signifie pas que tout est bien en cette matière.

Ainsi, le *Globe and Mail*, dans deux (2) articles publiés récemment, soulignait que les agents des Douanes du Canada saisissent et retiennent régulièrement à la frontière canadienne des livres et des magazines importés par les trois librairies du pays spécialisées dans le domaine de l'homosexualité. Dans tous les cas, ces publications ont été saisies en application du code tarifaire 9956 qui interdit l'importation au Canada de matériel portant sur l'inceste, la pornographie infantile, la bestialité, le sexe accompagné de violence, l'esclavage et la dégradation.

L'absurdité de cette situation est que bon nombre des livres et des magazines saisis ne sont clairement pas de nature érotique; ce sont plutôt des romans littéraires, des biographies et des oeuvres sur la sociologie, la sexualité, l'histoire et la culture et l'actuelle crise du SIDA. En fait, beaucoup d'entre eux font partie des lectures suggérées dans le cadre de cours universitaires et se retrouvent sur les étagères de grands réseaux de librairies canadiennes. Parmi les livres retenus, se trouvent *The Naked Lunch*, de William Burroughs, et le roman *The Young in One Another's Arms* de l'écrivaine canadienne Jane Rule, de même que les oeuvres d'auteurs aussi en vue que Allen Ginsberg, William S. Burroughs, Paul Bowles, Christopher Isherwood, Pier Paolo Pasolini et Geoff Mains.

Cette situation présente également un aspect fâcheux car, comme le rapporte l'article du *Globe and Mail*, aucun de ces livres et magazines n'a jamais été interdit, tout au plus en a-t-on retardé l'entrée, encore et encore. Ces retenues contribuent à ralentir sensiblement les paiements d'une librairie, ce qui rend plus difficile sa survie financière.

**L'affaire Salman Rushdie**

En mars 1989, un autre aspect du débat sur la censure à la frontière fit surface. L'importation du roman de Salman Rushdie, *Les versets sataniques*, était alors retardée de plusieurs jours par les agents des Douanes canadiennes, le temps que le ministère du Revenu national décide s'il constituait de la propagande haineuse envers les Musulmans au sens du code tarifaire 9956. Peu après, le ministère interdisait l'entrée du roman au Canada mais pas avant que le gouvernement Mulroney se retrouve mêlé à la controverse internationale sur la censure et la liberté d'expression.

Au moment où le public apprit que l'on retardait l'importation des *Versets sataniques*, nombre de Musulmans du monde entier organisaient des manifestations pour condamner le roman qu'ils considéraient comme un blasphème à l'endroit de la foi musulmane et pour tenter de le faire interdire à l'échelle internationale. La profondeur des sentiments chez les manifestants était telle qu'ils brûlèrent souvent des exemplaires du roman de même que des effigies de son auteur. La condamnation internationale des *Versets sataniques* par les Musulmans atteignit son apogée lorsque l'ancien chef politique et spirituel de l'Iran, l'Ayatollah Khomeini, émit une déclaration demandant la mort de Salman Rushdie à cause de son affront littéraire à l'Islam. Rushdie réagit en se réfugiant dans un endroit secret, endroit qu'il n'a pas encore quitté.

Au beau milieu de cette controverse internationale, le retard temporaire imposé à l'importation du roman provoqua vite un débat passionné au Canada. Ce débat prit une telle ampleur que le premier ministre Mulroney décida d'exprimer en public son mécontentement à l'endroit du ministère du Revenu national concernant ce retard. Le ministre du Revenu national, Otto Jelinek, ordonna une révision des procédures afin, déclara-t-il, «de préserver la liberté d'expression garantie par la *Charte canadienne des droits et des libertés* et d'assurer la protection de groupes déterminables face à l'importation de propagande haineuse au Canada (3)» (traduction).

**Voir "Censure", à la page 23**

# Is the Tory Government Still Interested in Postsecondary Education?

Recent developments, particularly the relatively smooth passage of Bill C-69 through the Commons, gives rise to the question:

**Is the present Tory Federal Government slowly getting out of the core (i.e. operating expenditures) funding of universities?**

At this stage, a definite yes or no response is not possible. But that the question can be raised at all should give pause to anyone with an interest in postsecondary education in this country.

What is the Tory record on the Established Program Financing Program (EPF) since 1984?

### What is EPF?

Under the Established Programs Financing Act, Ottawa transfers funds to the provinces for health and postsecondary education. The Act, which was approved in 1977, and amended subsequently, provides for the unconditional transfer of funds for postsecondary education (PSE) to the provinces. In 1989-90, the federal transfers for PSE under this program were $2.3 billion in cash and $3.4 billion in tax points. In 1990-91, tbey will total $2.1 billion in cash and $3.7 billion in tax points.

### The importance of EPF to Postsecondary Education

Table 1 compares the total EPF entitlements[1] with expenditures[2] for postsecondary education (PSE) in Canada. Table 1 demonstrates that the EPF entitlements alone (excluding other direct federal tranfers for PSE) are equal to about 46% of the PSE expenditures made in Canada during the four-year period from 1986-87 to 1989-90. Even though education is a provincial responsibility, these numbers show the crucial importance of the EPF transfers for postsecondary education in Canada.

### The Government's Policies: Commitment to Excellence in PSE

After being elected Prime Minister of Canada for a second time, Brian Mulroney declared:

**"In our second mandate we will concentrate on long-term investment in people, skills, skills training, education, strategic technologies..."**

The latest report to Parliament of the Secretary of State on Post-Secondary Education in Canada (1988-89) begins by saying:

**"Given the importance of higher education to the economic, social and cultural life of Canada, both the federal and provincial governments have recognized the need to work harmoniously and to develop new forms of co-operation and partnership. .... the federal government has reaffirmed its commitment to supporting education, training and related initiatives. It has stressed the importance of excellence in Canadian postsecondary education, the need to do more to ensure equality of opportunity for Canadians through access to education, and the urgency to develop human resources to respond to economic competition."**

These appear to be the policies of the government toward postsecondary education. Its actions, however, have been very different.

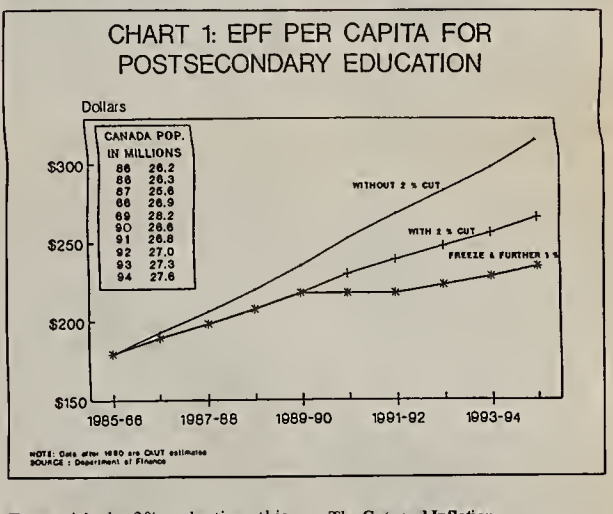
### The Government's Actions: Reductions in EPF transfers

In June 1986, Finance Minister Michael Wilson introduced the first Tory cut to the EPF transfers and its effect began to be felt in 1986-87. There was a 2% cut to the "escalator" used to compute the EPF payment per capita. The escalator, which is based on the increase in Canada's Gross National Product of the country, sbould have been 7.78% in 1986-87. Instead, this was reduced by two percent, with the results being that the EPF payments per capita increased by only 5.78%.

The top curve of Chart 1 illustrates the EPF payments per capita for PSE without this reduction. The next curve shows the value per capita of the EPF entitlement for postsecondary education with the 2% reduction. To find tbe EPF entitlements for PSE, we multiply the EPF per capita number with the population of the country (left hand corner of Chart 1) or that of a particular province. It is, therefore, possible to compute the effect of this cut over the years. For the period 1986-87 to 1994-95, the losses to postsecondary education amount to $5.9 billion.

Bill C-69 was passed by the House of Commons last June. In it, Mr. Wilson froze the escalator at zero for two years. In 1990-91 the escalator was supposed to increase to 7.55%.

**The Hon. Michael Wilson**
Minister of Finance




Even with the 2% reduction, tbis would have represented a 5.55% increase, enough to cover the rise in inflation. This, however, will not occur, because under Bill C-69, the escalator will be 0% for two years.

"Escalator" is now really a misnomer: nothing is escalating! We see tbat effect in Chart 1: the EPF per capita payments do not increase for two years (lower curve) and is frozen at $217.72. After that period, the bill will further reduce the escalator by three percent (the 2% of 1986 and another 1%). For the period 1990-91 to 1994-95, the losses to postsecondary education caused by Bill C-69 alone will amount to $3.2 billion.

The results of the two Tory escalator reductions will add up to almost $9.1 billion for the period 1986-87 to 1994-95.

### The Cuts and Inflation

Increases in the EPF entitlements are based on the increase in the Gross National Product and on the increase in population. Because of this feature, the total entitlements (tax and cash) increased in the past at a faster rate than inflation. Because of the freeze of the escalator, this will no longer be true in 1990-91 and 1991-92. In fact, as is shown by Chart 2, there will be a decrease in the EPF entitlements in constant dollars for those two years. Taking into account inflation, tbey will decrease by 3.1% in 1990-91 and by 4.6% in 1991-92.

Furthermore, tbe EPF Act provides for a special adjustment payment if the increase of the transfers is below the Implicit Price Index of the GNP. In other words, it provides some pro-

TABLE 1:
EXPENDITURES ON POSTSECONDARY EDUCATION
AND EPF TRANSFERS IN CANADA
in thousands of dollars

| | 1986-87 | 1988-89p | 1987-88p | 1989-90e |
|---|---|---|---|---|
| Expenditures on PSE[1] | $10,367,427 | $11,710,958 | $10,908,196 | $12,473,776 |
| EPF Entitlements for PSE[2] | $ 4,804,682 | $ 5,374,258 | $ 5,088,028 | $ 5,694,073 |
| EPF / Expenditures in % | 46.3% | 45.9% | 46.6% | 45.6% |

1: See Note 2 for a precise definition.
2: Both cash and tax entitlements are included.
p: The expenditures on PSE are preliminary figures.
e: The expenditures on PSE are estimates.

Sources:
Expenditures on PSE; Statistics Canada, Advance Statistics of Education, CAT. 81-220, 1989-1990.

EPF Entitlements for PSE; Department of Finance, Established Programs Financing.

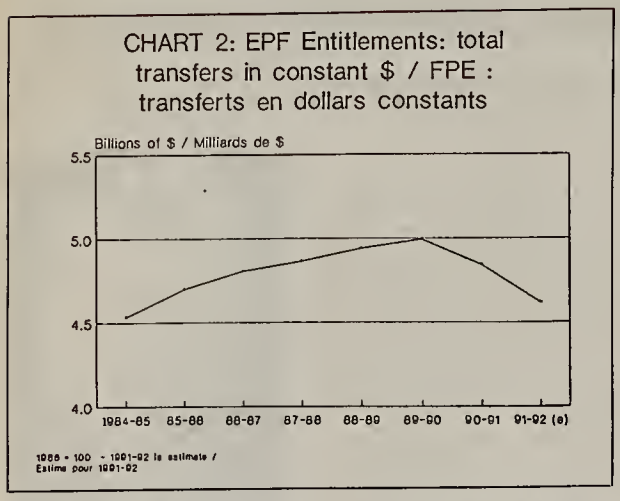


CHART 2: EPF Entitlements: total transfers in constant $ / FPE : transferts en dollars constants
Billions of $ / Milliards de $
5.5
5.0
4.5
4.0
1984-85 85-86 86-87 87-88 88-89 89-90 90-91 91-92 (e)
1986 = 100 - 1991-92 is estimate / Estime pour 1991-92

tection against inflation. However, Bill C-69 makes an exception for 1990-91 and 1991-92: the special adjustment payment provision is not going to apply. Therefore EPF transfer payments are going to he hit hy inflation.

**An Unexpected Effect**

One of the unpublicized effects is that the cash component of the transfers is slowly decreasing in importance compared to the tax component. Why? This is because the cuts of the different federal governments are only applied to the cash transfers; the tax transfers are left untouched. Chart 3 shows that, in the early 1980s, the cash transfers were increasing hy a percentage oscillating hetween 4 and 13% each year. Later the percentage increase in the cash transfers decreased somewhat and in 1990-91 the percentage is now negative (a decrease in the cash transfer) and equal to -8.6%.

Taking cash transfers as a percentage of the total transfers for postsecondary education during the 1980s, we arrive at the same conclusions, but with some differences among the provinces. Chart 4 shows that Quebec is different from the other provinces because it has always received more of its EPF transfers in tax points.

On the other hand, Ontario's situation is in hetween that of Quehec and the other provinces.[3] What is true for all the provinces is that the percentage is going down. In 1990-91, it was down to 22.5% for Quebec, to 35.2% for Ontario and to about 47% for the other provinces.

When the AUCC appeared before the House Commons Standing Committee on Finance in May 1990 to discuss the latest cut they declared:

**"As a result of this bill (C-69) and C-96 (in 1986) , federal cash transfers in support of postsecondary education may well disappear before the year 2000 in Quebec and Ontario, and before the year 2010 in all other provinces."**

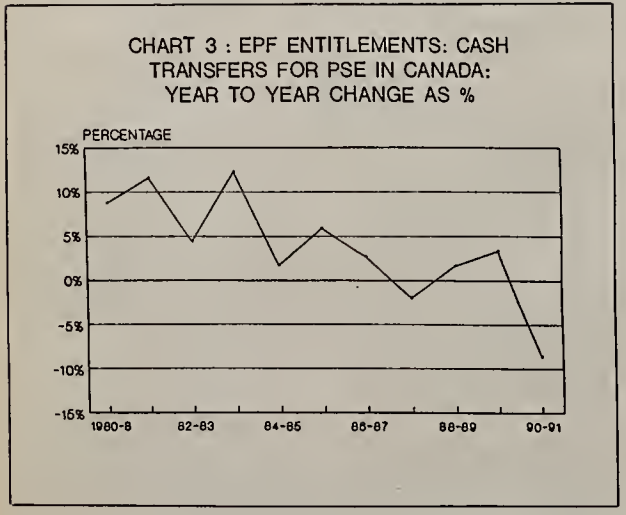
One could ask whether the government is not putting into effect (knowingly or not) the Approach Number III of the Johnson Report[4]. This approach, which Johnson rejected, calls for the federal government to withdraw from the financing of core operations of Canada's universities and colleges. The Nielsen Task Review (1986) offered four options on postsecondary education.[5] The fourth option read as follows:

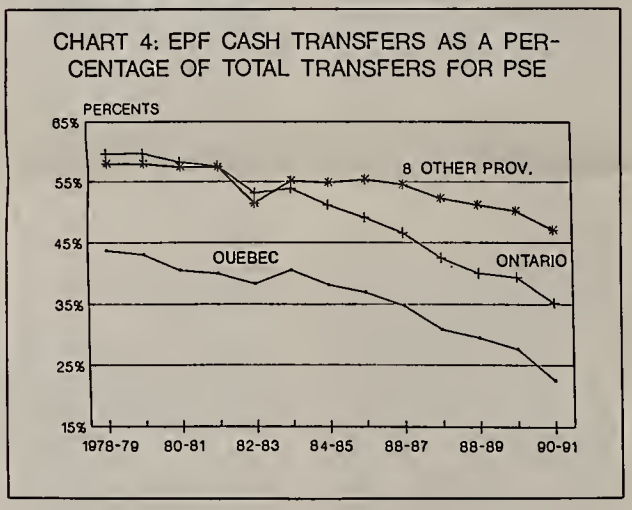
**"that the federal government concede it has no role in postsecondary education, and that it gradually withdraw its financial support."**

No preferred option was indicated by the (Nielsen) study team, though it said explicitly that the current EPF arrangements are not viahle. Are the Tories heginning to apply Nielsen's fourth option? Time will tell.

**Notes**

1. The EPF entitlements include hoth the tax transfers and the cash entitlements.
2. The expenditures on postsecondary education are quite comprehensive. They include: (i) operating and capital expenditures of universities, community colleges and similar institutions, and postsecondary programs in nursing schools; (ii) student aid, scholarships and bursaries; and (iii) direct expenditures by the federal and provincial governments.
3. The eight other provinces were grouped together hecause their percentages are essentially the same at the end of the period studied. There was more variations at the beginning of the period. For example, the drop in the "8 OTHER PROV." curve in 1982-83 is essentially caused hy Alherta (effect of oil revenues?).
4. A task force on federal funding set up hy the Liheral government, hut which repored to the new Tory government. A. W. Johnson, Giving Greater Point and Purpose to the Federal Financing of Post-Secondary Education and Research in Canada, Secretary of State, 1985.
5. Education and Research Study Team report of the Nielsen Task Force Review, 1986.




## Tory

**Continued from page 3**

CAUT has persistently protested the government's failure to implement the program announced in 1988, while maintaining the view that the program was itself inadequate. Thus, while we will welcome any initiative the federal government may take in this direction, we will need to be critically vigilant as to the details of the program.

The experience of the university community with underfunding during the last two decades has shown us the dangers of federal government initiatives which attempt to take the glory of establishing a national program, while leaving the provinces with the ultimate responsibility to maintain it. A national child-care program will not he the hest it can he if the federal contrihution is only a splashy provision for start-up funding without a long-term commitment to its maintenance and funding.

Only time will tell whether these speculations on the Tory agenda are on target. The central message is that the Tories are likely to spend the next two years in a fairly vigorous effort to win hack electoral support.

Even if the initiatives that result look highly attractive, this is not the time to accept them uncritically. Mayhe one should not look a gift-horse in the mouth hut, when the government is trying to huy our votes with our own tax dollars, it is more than ever the time to keep a sharp eye on the deal.

# Trends in University Governance: The American Experience

**Dr. Ernst Benjamin, General Secretary of AAUP, addresses CAUT Council.**

Dr. Ernst Benjamin, General Secretary of the American Association of University Professors, spoke to Council on recent trends in university governance in the United States.

Citing George Keller's, Academic Strategy: The Management revolution in American Higher Education, Professor Benjamin agreed with Keller's opening polemical paraphrase of Marx: "A specter is haunting higher education: the specter of decline and bankruptcy."

Pointing out that no one would disagree that universities are in crisis, Professor Benjamin stated he was unconvinced by Keller's claim that the "oppressed" in the piece are university management. Nor, he added, does he believe the oppression derives from an institutional paralysis arising chiefly from the neatly balanced powers of campus exectives and professional scholars.

Professor Benjamin explained that he found the much touted "solution" of so-called "intrusive management" particularly worrying. He argued that this move towards moulding the university into the structure of a private corporation was a misguided, even dangerous, throwback to nineteenth century views of management as one of command from the top down. In far too many cases, he added, it reflected "a national tendency to substitute managerial control for adequate funding of universities and colleges."

But the more sophisticated versions of the intrusive management argument are frequently, he said, just as dangerous because they are often designed to persuade the university to accommodate to the agendas of the politicians, bureaucrats or the business community rather than to defend the interests of the university itself.

Here, for example, is Keller: "In a time of new austerity and growing importance of higher learning and research, drift needs to be replaced by thrift and purpose. If educational institutions are to reverse, or at least slow down, the trend toward outside interventions in their affairs, they must shape their own destinies in ways that are acceptable to the public and its elected leaders."

This argument that we can do more for less if we bave sophisticated management is simply wrongheaded, according to Benjamin. A closer look at university governance structures offers more fruitful answers. Professor Benjamin suggested that the university should be structuring itself so that it can run itself efficiently without destroying its identity and its mission, secure the support of as many constituencies within the general public as is possible and reasonable, and defend its autonomy from politicians and bureaucrats.

Dr. Benjamin also touched on the debate about whether or not research was overwhelming teaching in American universities. He suggested that what lay behind this discussion in the political sphere was the desire to create second-rate teacbing-only institutions heavily staffed by part-time faculty where inferior education would be fobbed off on those who could not afford to go elsewhere or did not know the significance of the options.

Pointing to figures showing that the majority of American professors get more satisfaction out of teaching than research, he added that obviously students and their parents would prefer to go to the most famous research universities for their undergraduate education. Why? Because they realized that scholarship and research are what make tbe difference between universities and other educational institutions. In other words, they would not forego quality unless that was the only option for them.

Moreover, in some universities in the States, the drive to emulate the corporate structure in the area of research has meant that faculty are judged, not on the quality of their research, but on the amount of research funding they bring into the university.

Dr. Benjamin concluded by reiterating his conviction that altered university governance structures could most effectively deal with these types of problems.

**"Intrusive management is easy; and it is no solution. The preservation of shared-government and professional standards is hard; but it is the only solution consistent with academic excellence."**

## Censure

**Suite à la page 20**

*Nouvelle procédure et projet de loi C-17*

Au crédit du gouvernement fédéral, cette révision des procédures mena deux mois plus tard à l'abolition de la pratique consistant à retenir les livres à la frontière jusqu'à ce qu'une révision à des fins de propagande haineuse ait été faite. Les nouvelles procédures furent élaborées en consultation avec des membres des associations de l'industrie canadienne du livre dont "l'Association of Canadian Book Publishers", le "Canadian Book Publishers Council", la "Canadian Booksellers Association", la "Periodical Marketers of Canada", l'Association des éditeurs canadiens et l'Association des libraires du Québec. Ces nouvelles procédures permettent au ministère du Revenu national de rendre des décisions anticipées à l'intention des membres de l'industrie canadienne du livre lorsque sont déposées des plaintes au sujet de livres qui présentent pour eux un intérêt (4).

Chose ironique, au moment même où il terminait la révision des procédures, le gouvernement Mulroney déposa le projet de loi C-17 visant à modifier le Tarif des douanes. Dans ce projet de loi se trouvait l'article 25, clause inoffensive abolissant l'exigence législative qui imposait jusque-là que le code tarifaire 9956 soit revu chaque année par le Parlement avant d'être remis en vigueur. Les parties d'opposition répondirent que ce code n'est pas le bon moyen de résoudre la question de l'importation de matériel pornographique haineux, séditieux ou qui constitue une trahison, surtout lorsqu'il n'existe aucun consensus parlementaire sur la définition de ces genres de matériel (5). Malgré ces récriminations, l'article 25 ne fut pas modifié lorsque le projet de loi C-17 fut adopté par le Sénat et reçut la sanction royale au mois d'octobre suivant. En outre, aucun nouveau projet de loi n'a été déposé à ce jour pour remédier à cette situation.

*Suggestions de rechange*

L'ACPU est d'avis que toute suggestion visant à modifier la loi devrait être fondée sur des faits réels et non imaginaires et que cette modification devrait se situer à l'intérieur des paramètres suivants :

- En redéfinissant l'obscénité en vertu du Code criminel, le gouvernement fédéral doit offrir des garanties efficaces afin de permettre aux communautés universitaires et artistiques de faire usage de matériels supposément pornographiques dans la conduite légitime de leurs activités;
- les changements à la définition de l'obscénité ne doivent pas s'appliquer aux livres ou aux peintures et sculptures faites de bonne foi, mais seulement aux films, aux bandes vidéo et aux photographies, comme c'est le cas en Grande-Bretagne;
- les collections des universités comme tel, particulièrement dans le domaine anthropologique, doivent être à l'abri de toute attaque en vertu des lois sur l'obscénité;
- l'on ne doit pas pouvoir qualifier une oeuvre d'obscène à moins de la juger dans son ensemble;
- ceux et celles qui sont injustement poursuivis devant les tribunaux doivent être en mesure de recouvrer les frais et les dommages s'ils sont acquittés;
- les lois portant sur l'obtention et l'utilisation d'enfants à des fins d'actes sexuels, en personne ou sur film, doivent clairement interdire cette pratique mais ne doivent pas servir à camoufler un changement général des dispositions sur l'obscénité.

Beaucoup de Canadiens ignorent que les lois sur l'obscénité au Canada sont beaucoup plus strictes qu'aux États-Unis et les éléments que l'on évoque fréquemment pour justifier des modifications à la loi, comme la pornographie infantine et les films offensants, sont déjà presque certainement illégaux. Ainsi, la question en est souvent une d'incapacité à appliquer la loi plutôt que de nécessité de la modifier. Par conséquent, l'ACPU a instité auprès des procureurs généraux des provinces pour qu'ils intentent des poursuites dans les cas de vente de matériel pornographique dur en vertu de la loi actuelle.

*Notes*

1. *Hansard*, Chambre des communes, Ottawa, Imprimeur de la Reine, 8 décembre 1989, p. 6664 et *Hansard*, Chambre des communes, Ottawa, Imprimeur de la Reine, 11 décembre 1989, p. 6749.
2. «Rushdie affair raises tough questions on censorship», William French, *The Globe and Mail*, Toronto, le 21 février 1989 et «A sad chapter in homophobia», H.J. Kirchhoff, *The Globe and Mail*, Toronto, le 14 juillet 1990.
3. Ministre du Revenu national au président de l'ACPU, le 8 septembre 1989.
4. Gouvernement du Canada, Revenu Canada, Douanes et Accise, *Avis des douanes N-333*, le 23 mai 1989.
5. À titre d'exemple, voir *Hansard*, Chambre des communes, Ottawa, Imprimeur de la Reine, le 5 juin 1989, p. 2563 et *Hansard*, Chambre des communes, Ottawa, Imprimeur de la Reine, le 26 juin 1989, p. 3569.

# National Library of Canada

The National Library is the federal cultural institution responsible for ensuring that the nation's published heritage is available to the people of Canada. This responsibility comprises three distinct but related functions: to promote knowledge and use of the published heritage of Canada, to ensure its acquisition and preservation, and to support Canadian Studies; to foster library development throughout the country; and to facilitate Canadian library and information resource sharing.

### Requirements

To fulfill each of these functions, certain components of the infrastructure must not only be in place but must also be assured on a continuing basis. These include: sufficient qualified staff and budget; adequate environmentally-controlled spaces to store, preserve, retrieve and exhibit the Library's strong collections of Canadiana: newspapers, periodicals, government documents, theses, monographs, sheet music, sound recordings, videos and CD-ROMS, and musical and literary manuscripts; and automated systems to support the acquisition and organization of the collections and provide access to them by libraries and researchers across Canada.

One of the strong features of the National Library of Canada has been its ability to provide locations to items in the collections of libraries across Canada. This service is particularly dependent on the Library's ability to merge files into its own system and to apply telecommunications standards to accomplish the interconnection of independent automated systems in institutions such as the University of New Brunswick or l'Université du Québec.

During the past five years, the National Library has had to absorb Public Service cuts in the amount of almost ten percent to its person/year allocation. It has lost 48 positions, from a high of 548 to a base of 500 by the end of March 1991. While the budget has not been reduced in actual figures so dramatically, its buying power, especially for books and serials, has eroded not only with inflation but with the rise in the cost of print materials and in the fluctuating rates of exchange.

### Legal Deposit

These factors have prompted the Library to assess the effectiveness of the legal deposit regulations, whereby the Library receives two copies of many kinds of published material unless the item is priced at $50.00 or over. It has been difficult to convince the government to provide the funds for two copies of every title in order to preserve one for future generations and to have one available for on-site consultation and interlibrary loan. At present, the collections budget is being heavily used to buy second copies and to obtain copies of books authored by Canadians and books about Canada published abroad. It is not sufficient to ensure a comprehensive collection of Canadiana, the Library's primary collections focus.

### Preservation

One issue that has gained some attention from the government is the need to preserve the published heritage. As many know, the paper manufactured since about 1870 is wood pulp. The acid in the process causes brittleness in books and many become unusable. While it is possible to mass deacidify collections, this is an expensive process. In 1989/90, the government approved some funds to increase the Library's mass deacidification activities and to put certain protective measures in place. This was a step in the right direction. The Library is also urging the adoption of alkaline permanent paper for government, trade and scholarly publications, so that remedial treatment, more costly than original production on permanent paper, may be minimized. Moreover, the adoption of permanent paper has positive environmental benefits and is no more costly than acidic paper.

### Accommodation

Preservation also requires an environmentally-controlled secure space for storing the collections. The flood at the National Library / National Archives Building on July 4, 1990, demonstrated vividly a situation that is uncontrolled both within the main headquarters building and in satellite storage space. This was by no means the first flood or incident destructive to the Library's and Archives' collections. While it has been difficult to obtain assurances that these two institutions will be adequately outfitted, there is now more awareness within the government that these accommodation issues deserve attention, because tbey house collections of national significance to Canadians in all parts of the country.

### Automated systems

Finally, the National Library's automated system has been in place for over ten years. It has grown tremendously in the number of records and locations within the data base and also the number of users from across Canada who access its boldings. The system must now be replaced and in 1990/91 the government has been asked to support a phased-approach to new systems development. It is too early to know bow this request has been received.

### Conclusion

The National Library supports libraries in all parts of Canada and welcomes individual researchers who wish to use its strong Canadiana collections. It has reviewed its essential mandate and services in order to ensure that it is not duplicating the work of other libraries and is doing those things that only a national institution can achieve. There are, however, fundamental areas in the acquisition and preservation of Canadiana and in the use of computer and telecommunications technologies to provide Canadians with access to the vast amounts of information that require sustained support. Government support in the last few years has not kept up with the increase in the amount and costs of publishing. Nor is it yet possible to say that appropriate accommodation or systems are assured.

**STATISTICAL PROFILE**
**of**
**NATIONAL LIBRARY OF CANADA**

| YEARS | 1985/86 | 1986/87 | 1987/88 | 1988/89 | 1989/90 |
|---|---|---|---|---|---|
| 1. Person/Years | 549 | 528 | 521 | 515 | 506 |
| 2. Budget | 32,857,000 | 36,135,000 | 36,168,000[1] | 39,695,000[1] | 39,161,000 |
| 3. No. of Locations Requests for tnterlibrary Loan | (just under[2] 130,000) | (just over[2] 135,000) | 138,124 | 140,617 | 149,313 |
| 4. No. of Circulation Requests (On-site and Interlibrary Loan) | (just under[2] 250,000) | (just over[2] 250,000) | 238,520 | 233,137 | 222,796 |
| 5. No. of Reference Inquiries | 24,862 | 24,302 | 25,509 | 34,556 | 35,726 |

1. Contains frozen allotment of $500,000 for National Library's contribution of the construction of the Canadian Museum of Civilization
2. Do not have exact figures
3. Libraries, businesses, individuals across Canada.

## Conservateurs

Suite à la page 3

dans ce domaine avant les prochaines élections. Le gouvemement, qui a annoncé le programme avant les demières élections et l'a annulé aussitôt après pour des motifs budgétaires, n'oserait pas amorcer une autre campagne électorale sans que le programme soit mis en oeuvre.

L'ACPU s'est élevée avec insistance contre le gouvernement qui n'a pas respecté sa promesse de mettre sur pied le programme annoncé en 1988. Par ailleurs, elle était d'avis que le programme était inapproprié. Bien que nous accueillions avec satisfaction toute initiative du gouvemement en ce sens, nous devrons toutefois user de beaucoup de vigilance quant aux particularités du programme.

Dans le cas du sous-financement que connaît la collectivité universitaire depuis deux décennies, l'expérience nous a révélé les risques que constituent les initiatives du gouvemement fédéral, qui tente de faire rejaillir sur lui l'honneur d'avoir créé un programme national en laissant aux provinces l'ultime responsabilité de s'en occuper. Un programme national de service de garde ne sera pas le meilleur possible si la contribution fédérale ne fournit, avec force fanfares, qu'une subvention de démarrage sans engagement à long terme pour son entretien et son financement.

Seul le temps pourra nous dire si ces hypothèses sur le programme politique des Conservateurs mettent dans le mille. Le message principal à retenir est que les Conservateurs sont susceptibles de passer les deux prochaines années à ne ménager aucun effort pour regagner la faveur de l'électorat.

Même si les initiatives qui en découlent paraissent très attrayantes, ce n'est pas le temps de les gober sans un esprit critique. D'accord, à cheval donné on ne regarde pas la bride. Toutefois, lorsque le gouvemement essaie d'acheter nos votes avec le produit de nos impôts, il vaut peut-être mieux y regarder de plus près.

# L'assemble d'octobre du Conseil: FPE, canadianisation et lobbying

L'ACPU a tenu sa 25e assemblée au Château Laurier, à Ottawa, les 20 et 21 octobre. Un nombre total de 112 délégués représentant 65 associations membres ainsi qu'un certain nombre d'invités, d'observateurs et de conférenciers se sont réunis pour se pencher sur un bon nombre de questions intéressant les professeurs du Canada et pour en débattre.

Les points suivants étaient à l'étude:

La politique de canadianisation et l'avenir du recrutement à deux paliers: le Comité de direction de l'ACPU a mis sur pied un comité spécial chargé de revoir la politique de l'ACPU à ce sujet, une entrée en matière qui alimentera des discussions plus officielles en janvier. Les lecteurs remarqueront dans le présent numéro du Bulletin une demande d'opinions sur cette question intéressant vivement tous les universitaires canadiens.

Les réductions du FPE: comme le témoigne le communiqué du Conseil canadien du développement social, inséré dans le présent numéro, le Conseil de l'ACPU approuve l'entière participation de l'association à la campagne contre le projet de loi C-69. L'ACPU a décidé d'effectuer un examen important du financement du FPE et de sa position actuelle à cet effet. Le député néo-démocrate, M. Chris Axworthy, ancien membre du Conseil de l'ACPU et ancien critique néo-démocrate à l'enseignement postsecondaire, a partagé ses opinions avec le Conseil. M. Axworthy a déposé un projet de loi d'initiative parlementaire sur le FPE en juin dernier.

La direction des universités: tel qu'il a été annoncé dans le numéro d'octobre du Bulletin, l'ACPU a créé une commission chargée d'étudier la manière dont les universités sont dirigées. Les membres du Conseil étaient curieux d'entendre M. Ramzi Salamé leur faire part des faits récents à l'Université Laval, laquelle songe à passer d'une direction unicamérale à une direction bicamérale. L'analyse de M. Ernst Benjamin des conséquences sur les universités américaines de la direction universitaire a également intéressé les membres.

En outre, le Conseil a voté la création du prix Sarah Shorten pour rendre hommage aux personnes qui ont contribué de manière remarquable à l'avancement des femmes dans les universités canadiennes.

En ce qui concerne les affaires intéressant particulièrement les associations locales, le Conseil a adopté à l'unanimité deux autres résolutions:

La première lance un appel au recteur de l'Université du Manitoba de mettre sur pied une commission d'enquête neutre sur l'administration de la faculté de gestion de l'université;

La deuxième autorise le Conseil à approuver les démarches du Comité de direction à interjeter appel au nom de la Confederation of University Faculty Associations of British Columbia devant l'Organisation internationale du travail contre l'article 80 de la B.C. Universities Act, laquelle interdit la négociation collective dans les universités de la Colombie-Britannique.

### Le minilobby en tête de l'ordre du jour du Conseil

Les membres du Conseil qui ont pu se rendre à Ottawa avant la fin de semaine ont profité des conseils d'un «initié» sur la manière d'exercer des pressions sur le gouvernement pour des questions intéressant particulièrement les professeurs.

En effet, le jeudi soir, le directeur général de l'ACPU, M. Don Savage, a animé une séance d'information. Les membres présents ont pu profiter des sages conseils de M. Savage sur ce qu'il faut faire et ne pas faire en matière de lobbying. Des délégués ont déjeuné avec leur député le vendredi matin.

M. Savage a expliqué que la collaboration entre le secrétariat de l'ACPU et les associations locales d'un océan à l'autre est la pierre de touche d'un lobbying fructueux pour les trois objectifs de l'ACPU cet automne. Lors de la rencontre avec leur député, les membres devaient recommander fortement au gouvernement fédéral d'agir dans les trois domaines suivants:

- les subventions de contrepartie
- la partie II de la loi sur le droit d'auteur
- la création de bourses d'études à la mémoire des 14 étudiantes tuées l'année dernière à l'Ecole Polytechnique.

Le remplacement des subventions de contrepartie: Les professeurs participant au minilobby devaient enjoindre le gouvernement d'annoncer son intention quant au remplacement du programme de subventions de contrepartie lorsqu'il viendra à échéance au cours de la présente année universitaire. L'ACPU privilégie l'intégration des crédits dans l'enveloppe budgétaire de base des conseils subventionnaires ainsi que la mise en oeuvre de la recommandation du comité Lortie, laquelle demandait de doubler ces budgets de base et les indexer ensuite au rythme de 1,5 % du PNB pendant les cinq prochaines années.

La partie II de la loi sur le droit d'auteur: On a également demandé instamment aux députés d'encourager le gouvernement à déposer un projet de loi révisé et restreint de la partie II sur le droit d'auteur portant sur les exemptions relatives à l'éducation, aux bibliothèques à but non lucratif et aux handicapés. En ce qui conceme les exemptions touchant l'éducation et les bibliothèques, M. Savage a expliqué que l'on est arrivé au meilleur compromis lors du mandat de Mme Flora MacDonald au poste de ministre des Communications.

Bourses d'études à la mémoire des quatorze étudiants tuées à l'Ecole Polytechnique en décembre dernier: M. Savage a expliqué que nous étions terriblement près de la réussite et qu'une dernière pression était très importante pour pousser le gouvernement à agir. La double proposition de l'ACPU demande au gouvernement de (a) créer quatorze bourses d'études pour les étudiantes en génie au nom de chacune de celles qui ont été assassinées et (b) de subventionner un centre d'excellence sur la violence familiale et la violence à l'endroit des femmes. Le CRSNG, le CRSH, le ministre des Sciences et la ministre responsable de la condition féminine approuvent cette proposition.

En expliquant aux participants au minilobby ce qu'ils auraient à faire, M. Savage a conseillé d'éviter de donner un cours magistral au député pour être un lobbyiste efficace. Il faut plutôt expliquer succinctement les questions en jeu, fournir au député des documents d'information (distribués à la séance d'information du minilobby) et demander au député d'écrire aux personnes suivantes ou de communiquer avec elles:

- l'honorable William Winegard, ministre des Sciences (subventions de contrepartie)
- l'honorable Marcel Masse, ministre des Communications (partie II de la loi sur le droit d'auteur)
- l'honorable Mary Collins (bourses d'études à la mémoire des étudiantes tuées à l'Ecole Polytechnique).

«Si, après la rencontre avec votre député, vous vous rendez compte que vous avez parlé plus de la moitié du temps, vous l'avez peut-être fait en vain. Il est beaucoup plus efficace d'engager une conversation amicale avec le député», a conseillé M. Savage.

Il a ajouté qu'il valait toujours mieux relancer l'affaire en écrivant au député pour lui demander de faire rapport de ses démarches et des résultats obtenus. De plus, le secrétariat de l'ACPU serait reconnaissant de recevoir des copies de toute la correspondance échangée pour assurer une coordination efficace de toutes les activités de lobbying entre le gouvernement fédéral et les associations locales.

Afin de garantir un maximum de pressions de la part des associations locales sur ces trois importantes questions, l'ACPU a fortement recommandé aux associations qui ne pouvaient pas participer au minilobby de prendre rendez-vous avec leur député aussi tôt que possible pendant les fins de semaine.

M. Savage a expliqué que la plupart des députés passent les fins de semaine dans leur comté pour écouter les récriminations, les idées et les suggestions de leurs électeurs.

Il encourage les associations locales à profiter de cette occasion unique d'exercer des pressions en communiquant avec le bureau de comté de leur député. Les associations locales qui ont besoin d'aide pour trouver le numéro de téléphone devraient appeler Tim Stutt, au secrétariat de l'ACPU.

### Le Conseil de l'ACPU s'oppose à une réforme de la direction de l'Université Laval

A la suite des commentaires éclairés de Ramzi Salamé sur les conséquences à long terme du projet de modification de la direction de l'Université Laval, le Conseil a adopté à l'unanimité une résolution exprimant ses craintes que «la structure administrative proposée à l'Université Laval ne permette pas une participation efficace des professeurs».

La résolution porte ensuite sur une recommandation au recteur de repenser à son projet en tenant compte des problèmes que causent de telles structures ailleurs en Amérique du Nord et lui demande d'adopter un modèle qui garantirait l'entière participation des professeurs à la direction de l'Université Laval.

Tout de suite après l'assemblée du Conseil, le président de l'ACPU, M. Bob Kerr, a écrit au recteur de Laval, M. Michel Gervais, pour lui faire part de la résolution du Conseil de l'ACPU. Il lui a souligné que la position du Conseil de l'ACPU montre avec quel sérieux les membres de l'ACPU, d'un océan à l'autre, envisagent la question non pas seulement pour l'Université Laval mais aussi pour toutes les universités canadiennes. Il a ajouté que l'annonce récente de l'ACPU relative à la création d'une commission spéciale sur la direction des universités reflète cette préoccupation.

We need your support. Cancer can be beaten.
CANADIAN CANCER SOCIETY | SOCIETE CANADIENNE DU CANCER

# October Council: EPF, Canadianization and Lobbying

**CAUT Executive, L-R: Pamela Smith (Past-President), Donald Savage (Executive Director), Robert Kerr (President), Fred Wilson (Vice-President) and David Balzarini (Treasurer)**

CAUT Council held its 25tb meeting at the Cbateau Laurier in Ottawa the weekend of Oct 20-21. A total 112 delegates from 65 member faculty associations together with a number of invited guests, observers and speakers met to consider and debate the number of issues of concern to faculty across Canada.

Among the issues considered were:

**Canadianization policy and the future of two-tier hiring:** the CAUT executive has established an ad hoc committee to review CAUT policy in this area as a prelude to a more formal discussion in January. Readers will note elsewhere in the Bulletin a request for views and opinions on this issue of keen interest to all Canadian academics.

**EPF funding cuts:** as evidenced by the newsletter from the Canadian Council on Social Development inserted in this month's Bulletin, CAUT Council endorses full participation in its campaign against Bill C-69. CAUT decided to undertake a major review of EPF funding and our current stance in this area. N.D.P. M.P. Chris Axworthy, former CAUT Council member and former NDP critic on higher education, shared his views with Council. Mr Axworthy had introduced a private member's bill on EPF this past June.

**University Governance:** as announced in the October Bulletin, CAUT has established a Commission to examine the question of how universities are run. Council members were intrigued to hear from Professor Ramzi Salamé of recent developments at Laval, which is considering moving from a unicameral to a bi-cameral governing structure, as well as Professor Ernst Bajamin's analysis of governance issues as they affect American universities.

Council also voted to establish the **Sarah Shorten award** to honour individuals who have contributed significantly to the advancement of women in Canadian universities.

Turning to matters of concern to particular local assocations, Council passed two additional resolutions unanimously:

the first was a call to the President of the University of Manitoba to establish an impartial inquiry into the administration of the faculty of management at that University;

the second was a Council endorsement of the actions of the Executive in appealing on behalf of the Confederation of University Faculty Associations of Britisb Columbia to tbe International Labour Organization against section 80 of the B.C. Universities Act which forbids collective bargaining in B.C. universities.

## MINI LOBBY LEADS OFF COUNCIL AGENDA

Council members able to get to Ottawa before the weekend were able to benefit from an "insider's" view of how to lobby government on issues of prime concern to faculty.

On Thursday evening, a mini-lobby briefing was held, led by CAUT Executive Director, Don Savage, who provided those in attendance witb some sage advice on lobbying do's and don'ts. Breakfast meetings with their M.P.s were organized for Friday morning for attendees.

Co-operation between CAUT headquarters and local associations across the country is the key to successful lobbying on CAUT's three lobbying goals for this fall, Savage explained. When meeting with their M.P.s, faculty were to urge the federal government to action on three issues:

- matching grants
- phase II copyright legislation
- establishment of a memorial to the 14 students murdered last year at Ecole Polytechnique

**Matching grants replacements:**

Lobbying faculty members were to press the government to announce what it intends to put in place of the matching grants scheme when it expires this academic year. CAUT's preference is to roll the money into tbe base funding of the granting council as well as to implement tbe Lortie Committee's recommendation to double these base funds and then index tbem at 1.5 % of the GNP for tbe next five years.

**Phase II copyright legislation :**

M.P.s were also to be urged to encourage the government to introduce a revised and limited phase II bill on copyright dealing with exemptions for education, non-profit libraries and the disabled. The best compromise for education and library exemptions, Savage explained, was that reached when the Honourable Flora MacDonald was Minister of Communications.

**Federal memorial for the fourteen students murdered at Ecole Polytechnique last December:**

Here, Savage explained, success is "tantalizingly close and a last lobbying push is critical to move the government to action". CAUT's double-pronged proposal that (a) the government create fourteen scholarships for women engineering students in the name of those murdered and (b) that it fund a research centre of excellence on family violence and violence against women has received endorsements from NSERC, SSHRC, tbe Minister for Science and the Minister Responsible for the Status of Women. Outlining what those engaged in the Ottawa mini-lobby were to do, Savage explained that the effective lobbyist avoids "lecturing" the M.P. but instead succinctly outlines the issues, provides the M.P. with written briefing materials (distributed at the mini-lobby) and asks the M.P. to write or otherwise contact:

- the Hon. William Winegard, Minister of Science about matching grants;
- the Hon. Marcel Masse, Minister of Communications, about the pbase II copyright legislation and;
- the Hon. Mary Collins about the federal memorial for the students murdered at Ecole Polytechnique.

" If, after your meeting, you realize that you talked more than half the time, your efforts will probably have been in vain. Engaging the M.P. in friendly conversation is a far more effective technique," Savage advised.

He added that it was always best to follow up with a letter to the M.P. asking him or her to report back what he or she has done and with what results. CAUT headquarters would, he added, be grateful to receive copies of all such correspondence to ensure efficient co-ordination of lobbying activities between Ottawa and local associations.

To ensure that the maximum pressure is brought to bear on behalf of faculty on these tbree key issues, CAUT urges local Associations who were unable to attend the mini-lobby to arrange weekend meetings with their local M.P. as soon as possible.

"Most M.Ps spend the majority of their weekends in their constituencies hearing the complaints, ideas and suggestions of their constituents," Savage explained.

He encouraged locals to take advantage of this prime lobbying opportunity, by getting in touch with their M.P.'s local constituency office. Local associations needing assistance in locating the telephone number should phone Tim Stutt at CAUT headquarters for assistance.

## CAUT COUNCIL OPPOSES GOVERNANCE RESTRUCTURING AT LAVAL

Following on Ramzi Salame's insightful comments on the long-term effects of proposed changes to university governing structures at the university of Laval, CAUT Council unanimously passed a resolution expressing its concern " that the proposed university structure at Laval University fails to maintain effective faculty participation".

The resolution went on to urge the Rector to reconsider his proposal in light of the difficulties caused by similar structures elsewhere in North America, and called upon him to adopt a model which would ensure full participation in the governance of the university by the faculty of Laval.

Immediately following Council, CAUT President, Bob Kerr wrote to

See "Council", page 27

**October 1990 Council Meeting, Chateau Laurier Hotel, Ottawa**

## From the Hill:

# Question Period in the House

*October 9, 1990*

**Research & Development**

**Mr. Howard McCurdy (Windsor — St. Clair):** Mr. Speaker, my question is directed to the Prime Minister.

The Minister of Science and Technology has just today opened National Science and Technology Week by hawking posters which tell Canadian youth: "We need your imagination."

**Some hon. members:** Hear, hear.

**Mr. McCurdy:** Meanwhile, using the deficit as an excuse, the Minister of Health and Welfare has made a nearly $4 million mortal blow to the National Health Research and Development Program, which is a program intended to save health dollars through science. I understand further outrages are on their way.

My question to the Prime Minister is this: Is it that we are going to need youth's imagination to see this government's imaginary science policy?

**Some hon. members:** Hear, hear.

**Hon. Marcel Danis (Minister of State (Youth) and Minister of State (Fitness and Amateur Sport) and Deputy Leader of the Government in the House of Commons):** Mr. Speaker, if I may answer on behalf of the Minister of National Health and Welfare, I would just like to tell the hon. member that since we came into office in 1984 health and welfare research combined as a whole has increased dramatically. That is what we have donce since 1984.

In the Centres for Excellence, we have also put in $240 million and, through Bill C-22, we made a $100 million transfer from the federal government to the provinces for medical research. That is what we have done for research in Canada.

**Some hon. members:** Hear, hear.

**Mr. Howard McCurdy (Windsor — St. Clair):** Mr. Speaker, in fact, the record will show that the government's share in research in the country has fallen and that the ratio in regard to the GDP has fallen.

**Dr. Howard McCurdy**
**NDP Party Critic for Science & Technology**

My question to the Minister of Science and Technology is, what is his intention with respect to the government's matching program for the granting councils? That is an issue that is of serious concern. I want the Minister of Science and Technology to deny that those moneys that are in the granting councils now will not be used for some other purpose beside supporting basic research in the universities.

**Hon. William C. Winegard (Minister for Science):** Mr. Speaker, I would like to remind my hon. friend, both with respect to his previous question and this one, that the granting councils last year received the largest increase in the whole of the Government of Canada.

With respect to the matching funds, we have always made it very clear that the matching funds would not disappear. They are an integral part of what the government is trying to do to bring science, the universities, and industry, close together for the benefit of the economy of the country.

* * *

**Research & Development**

**Mr. David Berger (Saint-Henri — Westmount):** Mr. Speaker, in the absence of the Minister of National Health and Welfare, I will direct my question to the Prime Minister. It is about the cut to the National Health Research and Development Program.

The top priority of the Minister of National Health and Welfare and the government ought to be to provide the best possible health care to Canadians while controlling or reducing costs. Yet, the minister has cut the only program which funds innovative health care research in Canada and since 1984, contrary to what the minister answering for the Minister of National Health and Welfare has said, this program has been frozen and will now be reduced by $2.5 million as a result of the cut to this research program.

Will the minister restore funding for health care research which, for example, would study the methods of encouraging the elderly to get vaccinated against the flu?

**Hon. Marcel Danis (Minister of State (Youth) and Minister of State (Fitness and Amateur Sport) and Deputy Leader of the Government in the House of Commons):** Mr. Speaker, I would like to remind the hon. member that the budget for the Medical Research Council of Canada has increased by 9 per cent in this last fiscal year, bringing it up to $216 million.

**Some hon. members:** Hear, hear.

**Mr. Danis:** Second, as I said a minute ago, when this House passed Bill C-22 thereby making available $100 million to the provinces for medicine research, his political party blocked it in the other place. So we are doing something about research. The Official Opposition is not.

**Some hon. members:** Hear, hear.

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*October 17, 1990*

**Post-secondary education**

**Mr. Howard McCurdy (Windsor — St. Clair):** Mr. Speaker, this is National Students' Day and I have a question for the President of the Treasury Board on behalf of Canadian students. Many of these students have incurred quite huge and onerous debts as a result of the Student Loan Program, some quite a good deal more the $15,000. Because of that burden, many have defaulted. This government has imposed a 3 per cent surcharge on those loans in order to discourage default.

**Some hon. members:** Shame.

**Mr. McCurdy:** My question to the minister is this: Will he explain how increasing the student debt loan can possibly be designed to cut down on defaults?

**Hon. Gerry Weiner (Secretary of State of Canada and Minister of State (Multiculturalism and Citizenship)):** Mr. Speaker, students are the future of this great country.

**Some hon. members:** Hear, hear.

**Mr. Weiner:** That is precisely why the Prime Minister indicated education is such a high priority.

**Some hon. members:** Hear, hear.

**Mr. Weiner:** Mr. Speaker, we are proud of our record of achievements.

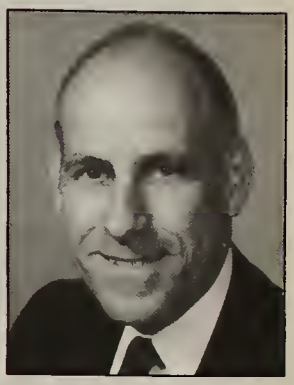
**An hon. member:** Yes, sir.

**Mr. Weiner:** In particular, since 1984-85, we have doubled the Canada Student Loans Program from some $200 million to over $400 million. Unfortunately, the debt, the defaults have more than tripled within the same period. So it was more than natural to begin an analysis to see what methods can be implemented to help with the administrative costs of some of those debts. The small administrative fee which is repaid at the end, when they are already in the work force, did not seem like much of an obstacle in the shared responsibility of education between the two levels of government, the parents, the family, and the students themselves.

**Post-secondary education**

**Mr. McCurdy:** Mr. Speaker, the Canadian Federation of Students has protested the 3 per cent surcharge. The government's own advisory committee on student financial aid has also disapproved of it.

My question to the minister is: Will he not withdraw this stupid surcharge and act constructively to, instead of increasing the financial barriers for students, help to cut them down?



**The Hon. Gerry Weiner**
**Secretary of State**

**Hon. Gerry Weiner (Secretary of State of Canada and Minister of State (Multiculturalism and Citizenship)):** Mr. Speaker, those young people are not typical of the bright, vigorous, vibrant young people that I have come to meet from coast to coast.

**Some hon. members:** Hear, hear.

**An hon. member:** They'll pay the deficit.

**Mr. Weiner:** The member will know that the current program is undergoing an internal review as well as an external examination to see how much more effectively it can meet the very pressing needs of those students who require assistance.

This government has nothing to be ashamed of in terms of its contribution to post-secondary education. In 1984-85, $4.2 billion was contributed versus $5.7 billion in 1989-90. We have increased spending, as I said, under this program. We have established 15 networks of Centres of Excellence involving over 30 universities. We have increased funding for the three granting councils from $500 million in 1984-85 to $800 million in 1989-90.

**An hon. member:** Speech.

**Mr. Weiner:** We value education. We value our contribution. We are going to continue all we can do to be helpful to make Canada the most competitive society in the world.

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## Council

**Continued from page 26**

Laval's Rector, Michel Gervais, outlining the Council resolution. He pointed out that the position taken by the CAUT Council reflected the seriousness with which CAUT members across Canada viewed this matter, not just for Laval, but for universities across Canada. This concern, he added, is reflected in CAUT's recent announcement that it intended to mount a special Commission on University Governance.

# Positions Available / Postes vacants

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applicants for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des aborigènes, des personnes handicapées et des minorités visibles. A cette fin, ou pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

## ACCOUNTING

**UNIVERSITY OF WATERLOO, Business Administration, Accounting.** Applications are invited for faculty positions from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing, (5) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1991 or by arrangement. Appointments available until positions filled. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## ACCOUNTING & FINANCE

**BROCK UNIVERSITY. Faculty Appointment in Accounting and Finance.** Tenure track positions are available in the Department of Accounting and Finance for faculty with interests in Financial and Managerial Accounting, Taxation, Auditing and Information Systems. The Faculty of Business offers a Bachelor of Accounting degree, on either a co-op work-study or a full-time basis, which fulfills the university requirements of professional accounting organizations. An accounting major option is also offered as part of the Honors Bachelor of Business Administration program. Brock University has approximately 5,200 full-time and 4,000 part-time students. The University is located in the heart of the Niagara Peninsula which offers excellent lifestyle options, is close to major business centres, other universities and sports and cultural facilities. Candidates with completed Ph.D. or close to completion, who are interested in teaching and research, are invited to apply. Please submit your application, with a curriculum vitae and the names of three referees to: Dr. Harvey Mann, Faculty of Business, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

## ADMINISTRATION

**UNIVERSITY OF REGINA. Faculty of Administration.** Applications are invited from candidates interested in teaching in Accounting. The appointment will be made at the Assistant or Associate level and candidates should have completed their Ph.D. They should possess a commitment to teaching and have an established research record. Consideration will be given to candidates who are ABD and also to candidates who have considerable industrial experience. Appointments will commence July 1, 1991. The Faculty of Administration offers a four year undergraduate program which has an optional coop work/study component. Students complete their first year in a faculty other than Administration and must possess a 70% average before they transfer to the Faculty. There are about 550 full time students in the final three years of their program. The Faculty also offers a part time Masters degree in Administration and has established a Management Development Program. There are 27 full time positions within the Faculty. Regina, the provincial capital of Saskatchewan, provides access to major cultural and recreational facilities while providing a low cost life style to its residents. The University forms part of the Wascana Centre, a cluster of educational, recreational and government resources including the McKenzie Art Gallery, the Saskatchewan Centre of the Arts and the Science Centre. The University campus is home to Westbridge Computer Corporation, providing the University with one of the largest computer facilities in Western Canada. Regina is also the headquarters for many of the Provinces' Crown Corporations and a number of private companies have their headquarters located in the city, making it an ideal research location. For additional information on this position please contact: Dr. Ed Weymes, Associate Dean, Faculty of Administration, University of Regina, Regina, Sask. S4S 0A2; Office (306) 585-4011; FAX (306) 585-4805; BITNET: WEMYSSED @ UREGINA1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal people, people with disabilities, visible minorities and women.

## AGRICULTURAL ENGINEERING

**UNIVERSITY OF SASKATCHEWAN.** Applications are invited for a tenure track position as assistant or associate professor in agricultural engineering. Preference will be given to applicants with expertise in system analysis, who are interested in applying their training to solving environmental problems in the field crop production area; however, good applicants whose expertise is not in this area also will be considered. Qualifications include a Ph.D. (or M.Sc. with appropriate experience) in agricultural engineering or a closely related discipline. Applicants should be committed to undergraduate and graduate teaching as well as to developing a strong research program. Applications should include a resume, statement of teaching and research interests, and names of three referees. This position is subject to budgetary approval. Closing date for applications is February 1, 1991; however, the position may be filled before that time if a suitable applicant is found. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents, however, the Free Trade Agreement between Canada and the United States could facilitate the employment of American citizens on a temporary basis in academic positions. The University of Saskatchewan is committed to the principles of employment equity. Dr. D. J. Nowak, Department of Agricultural Engineering, University of Saskatchewan, Saskatoon, SK, Canada S7N 0W0, Telephone: (306) 966-5301, Fax: (306) 966-8710; E-mail: NORUM@SASK.USask.CA.

## ANATOMY

**UNIVERSITY OF SASKATCHEWAN, SASKATOON, CANADA. Department of Anatomy, College of Medicine.** Applications are invited for two tenure-track faculty appointments at the rank of Assistant Professor. Applicants for both positions must have a progressive research program in any area of the anatomical sciences. Position 1: The successful candidate will have teaching experience in medical gross anatomy and ideally neuroanatomy, and will be responsible for a clinical residency program in Anatomy. Liaison with clinical Departments is expected and preference will be given to clinical anatomists. Position 2: The appointee will participate in the histology and cell biology teaching programs of the Department and will be expected to actively contribute to graduate courses and training in the area of research specialty. Preference will be with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity. An application, including curriculum vitae, names of three referees, and a statement of proposed research and previous teaching experience should be submitted by December 31, 1990 to: Dr. G.O. Burkholder, Department of Anatomy, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

**UNIVERSITE D'OTTAWA. Le département d'anatomie de l'Université d'Ottawa annonce l'ouverture de deux postes de professeur(e), au rang d'adjoint(e) maintenant à la permanence. Un poste est disponible immédiatement; l'autre, sous approbation budgétaire, le sera le 1 juillet 1991. Les candidat(e)s doivent détenir un Ph.D. et deux années d'étude postdoctorale ou de l'équivalent. Une expérience équivalente en recherche. Les candidat(e)s doivent être en mesure d'enseigner l'analomie macroscopique en français aux étudiant(e)s en sciences infirmières, en physiothérapie et en ergothérapie. Les candidat(e)s doivent aussi démontrer leur bonne réceptivité pour développer un programme indépendant de recherches en sciences morphologiques qui inclure la surveillance d'étudiant(e)s au niveau du baccalauréat, de la maîtrise ou du Ph.D. Les candidat(e)s sont prié(e)s de faire parvenir leur curriculum vitae, une description brève de leurs recherches et le nom, l'adresse et le numéro de télécopieur de trois répondants, avant le 15 décembre 1990 au Dr. J.N. Fryer, Directeur, Département d'Anatomie, Faculté de Médecine, Université d'Ottawa, 451 chemin Smyth, Ottawa, Canada, K1H 8M5. Conformément aux exigences en matière d'immigration au Canada, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s du Canada. L'Université s'est engagée à assurer une politique d'équité en matière d'emploi.**

**UNIVERSITY OF OTTAWA. The Department of Anatomy of the University of Ottawa invites applications for two tenure-track positions at the rank of Assistant Professor. One position is available immediately. The second position is anticipated to be filled on July 1, 1991, pending final budgetary approval.** The successful candidates must have a Ph.D. degree with two years of postdoctoral experience or an M.D. degree with equivalent research experience and be able to teach gross anatomy in the French language in courses offered to students in nursing, physiotherapy and occupational therapy. Applicants must be capable of attracting external funding and developing an independent research program involving graduate student supervision at the M.Sc. and Ph.D. levels in the morphological sciences. An application, including curriculum vitae, a brief description of research interests and the names, addresses and FAX numbers of three referees should be sent before December 15, 1990 to Dr. J.N. Fryer, Chairman, Department of Anatomy, Faculty of Medicine, The University of Ottawa, 451 Smyth Road, Ottawa, Canada K1H 8M5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Ottawa is committed to a policy of employment equity.

## ANATOMY & CELL BIOLOGY

**UNIVERSITY OF ALBERTA. Microscopist.** The Department of Anatomy and Cell Biology, Faculty of Medicine, at the University of Alberta is seeking a senior Microscopist to direct a core facility in microscopy. The facility will provide microscopy services on a collaborative basis to researchers within the Faculty of Medicine. Technical support staff will be provided. Applicants should be experienced in transmission and scanning electron microscopy, immunogold methods, immunocytochemistry, and rotary-shadowing. Training will be provided in image analysis methods. Starting date: July 1, 1991. Salary range: $35,000 - $45,000, depending on qualifications. Applicants should submit a c.v. and the names of three references to: Dr. Richard A. Murphy, Professor and Chairman, Anatomy and Cell Biology, Faculty of Medicine, University of Alberta, Edmonton, Alberta, Canada T6G 2H7. Deadline for receipt of applications is February 28, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**UNIVERSITY OF ALBERTA. Molecular Cell Biology.** The Department of Anatomy and Cell Biology in the Faculty of Medicine at the University of Alberta invites applications for 4 to 6 faculty positions. Applicants should have research expertise in cell or developmental biology or in molecular biology relating to problems in cell function. Applicants should have proven records of research achievement and will be eligible for funding by the Alberta Heritage Foundation for Medical Research. Candidates should be capable of teaching graduate courses in Cell or Developmental Biology or in a medical school course in Cell Biology. Positions are expected to be available at the levels of Assistant Professor ($36,910 - $53,374), Associate Professor ($45,694 - $67,658), and Full Professor ($57,415 and up). Successful candidates will be encouraged to carry on independent research programs, but will also have the opportunity for collaborative interactions with several multidisciplinary research groups within the University. Deadline for receipt of applications is February 28, 1991. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a curriculum vitae, a summary of research interests, and the names of four referees to Dr. Richard A. Murphy, Professor and Chairman, Department of Anatomy and Cell Biology, Faculty of Medicine, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7

## ANTHROPOLOGY

**McMASTER UNIVERSITY. Anthropology.** Applications are invited for a tenure track appointment in Archaeology at the Assistant Professor level in the Department of Anthropology at McMaster University, beginning July 1, 1991. A Ph.D. is required by the time of appointment and the candidate is expected to be actively involved in both the undergraduate and graduate programmes. We are seeking a lively teacher with active research interests, preferably in Canadian archaeology, and a willingness to supervise local research. The position is subject to budgetary approval. Applications including a current curriculum vitae and the names of three referees should be sent to Dr. E.V. Glenville, Acting Chair, Department of Anthropology, McMaster University, Hamilton, Ontario, L8S 4L9. Both men and women are invited to apply. In accordance with immigration policy, this announcement is directed to citizens and permanent residents of Canada. The closing date for applications is December 15, 1990.

**UNIVERSITY OF ALBERTA. The Department of Anthropology,** University of Alberta, invites applications for a tenure-track position at the Assistant Professor level, subject to the availability of funding. We seek a specialist in symbolic/cognitive anthropology with a strong emphasis in linguistic anthropology, and/or the archaeology of anthropology. Geographic specialization is open. A completed PhD is required. The individual selected will be expected to teach core courses in linguistic anthropology and general anthropology at both the undergraduate and graduate levels. The position is to begin in the 1991-92 academic year, the current starting salary for this rank is $36,910. Applications, including a curriculum vitae and the names of three referees should be sent to Dr. D. Lubeli, Chair, Department of Anthropology, University of Alberta, Edmonton, AB T6G 2H4. The deadline for applications is 31 December 1990. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**CONCORDIA UNIVERSITY. The Department of Sociology and Anthropology** invites applications for 1 probationary tenure track position and 1 limited term appointment in social and cultural anthropology, subject to budgetary approval, at the assistant professor level, effective August 1, 1991. Candidates should have a Ph.D. in Anthropology. Areas of specialization are open. Preference will be given to candidates with strong research and publication records and a commitment to undergraduate and graduate teaching. Concordia University is committed to the principle of equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a complete curriculum vitae, two samples of written work, a covering letter stating fields of interest, and arrange for 3 letters of reference, to Dr. Pieter J. deVries, Chair, Department of Sociology and Anthropology, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec, H3G 1M8. Applications will be accepted until January 15, 1991.


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## ART & DESIGN

**UNIVERSITY OF ALBERTA. Teaching position in Visual Communication Design.** The Department of Art and Design at the University of Alberta invites applications for a full-time continuing, tenurable appointment in Visual Communication Design beginning July 1, 1991. Applicants are expected to have a senior degree, diploma or equivalent experience. Teaching experience is an asset. The Visual Communication Design division concentrates on undergraduate and graduate teaching and research for the design of publications, information, educational materials and communications of social and cultural interest within the context of social responsibility. Applicants are expected to be conversant with typography and photography and have an active interest in the advancement of both the practice and theory of the discipline. Applications by designers in the specializations other than those described above are encouraged. The appointment will be at the rank of assistant professor. (1990-91 salary minimum $36,910). The University controls several research funds for which tenurable staff are eligible. In accordance with Canadian immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents. Please send applications with curriculum vitae, slides of work and the name and address of two referees by December 15, 1990 to: Professor D. Rochtort, Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, T6G 2C9. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

## ART HISTORY

**MCMASTER UNIVERSITY, Department of Art and Art History.** Applications are invited for a tenure track position in the Assistant Professor level in the modern area. Preference will be given to candidates whose research and teaching emphasis are in the Twentieth Century and include some interest in Canadian art and an ability to teach contemporary art courses. A Ph.D. and evidence of research and publication interests are required. Duties will include teaching lecture courses and seminars at the undergraduate level in nineteenth and twentieth century art. The department offers a full complement of degree programmes in both art history and studio art at the undergraduate level. McMaster also has an important collection of art and a professionally run art gallery that will be moving into a new facility at the end of 1992. Candidates should send a complete curriculum vitae and names of three referees to Dr. Glenn Scott, Chair, Department of Art and Art History, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2. Deadline for applications is January 15, 1991 and position will commence July 1, 1991. This position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McMaster is an equal opportunity employer.

## BIOCHEMISTRY

**McGILL UNIVERSITY. Faculty of Medicine and Professorship. Department of Biochemistry.** Applications are invited for a tenure-track appointment at the Assistant Professor level in September, 1991. Applicants should have at least two years postdoctoral experience and must be committed to maintaining an excellent independent research program in any area of contemporary biochemistry or molecular biology. Responsibilities also include teaching at the graduate and undergraduate levels. Applicants should send a full curriculum vitae, list of publications, a statement of research interests and the names of three referees to: Dr. Philip E. Branton, Chairman, Department of Biochemistry, McIntyre Medical Sciences Building, 3655 Drummond Street, Montreal, Quebec, Canada H3G 1Y6. McGill University is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**UNIVERSITY OF ALBERTA. Dept. of Biochemistry.** Applications are invited for the position of Research Associate (Molecular Biologist). This position is concerned with ongoing research on the isolation of DNA, cloning of the particular enzyme, from libraries, cloning and sequencing of the cDNA and extension of the research when sequencing is complete. Technical assistance and expert advice are available. Candidates should possess a Ph.D. degree and postdoctoral training in appropriate areas, and be experienced with the requisite techniques, including PCR. This position is available on Jan. 1, 1991, and is continuing pending subject to availability of funds from the supervisor's M.R.C. grant. Minimal salary fe $31,005 for an individual with two years of post-doctoral training. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to Dr. N.B. Madsen, Dept. of Biochem., Univ. of Alberta, Edmonton, AB T6G 2H7 (tel 403 492 3286) by Dec. 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**UNIVERSITY OF BRITISH COLUMBIA. Department of Biochemistry. Posidaclonel Research Position, Liposome Drug Delivery.** A posidoclonal position is available in the Laboratory of Professor P.R. Cullis. The successful candidate will have a Ph.D. in Chemistry/Biochemistry/Pharmaceutical sciences with experience in the area of lipoeomes as drug delivery systems. Experience in animal studies, particularly employing experimental tumors, would be a major asset. The research project will involve developing liposomal formulations of a variety of anticancer drugs with optimized therapeutic properties. The position is available December 1, 1990 and the appointment will be made for two years in the first instance. The salary will be in the renge $26,000 - $32,000 depending on qualifications and experience. To apply for this position, send your cv and the names of two references to: Professor P.R. Cullis, Biochemistry Department, University of British Columbia, Vancouver, B.C., V6T 1W5; Phone: 604-228-4144; FAX: 604-228-4843

## BIOCHEMISTRY & CELL BIOLOGY

**ATLANTIC RESEARCH CENTRE. Positions Available. Postdoctoral Research Fellow or Research Associate.** Research positions are available in the laboratories of the Atlantic Research Centre, associated within the Departments of Pediatrics and Biochemistry, Dalhousie University, and the Izaak Walton Killam Hospital for Children), Halifax, Nova Scotia, Canada. The laboratories are part of the Dalhousie node of the Network Centres of Excellence in Neural Regeneration. Laboratory-based research at the Centre is focussed on biochemical and genetic studies of membrane lipid and protein metabolism, and lipid-mediated second messenger systems using normal, mutant and transformed cell lines in culture. Candidates should have a doctoral degree in biochemistry, neuroscience or related relevant research experience at the postgraduate or post-doctoral level. Salary will be commensurate with the Medical Research Council of Canada salary scales. Initial appointment will be for one year with an option for annual renewal. Reply with curriculum vitae and names, addresses, and telephone numbers of three referees to Dr. Harold W. Cook, Director, Atlantic Research Centre, Dalhousie University, Room C-204, 5849 University Avenue, Halifax, Nova Scotia, B3H 4H7, Canede. Telehpone (902) 494-7066, FAX (902) 494-1394.

## BIOLOGICAL SCIENCES

**SIMON FRASER UNIVERSITY. Department of Biological Sciences.** The Department is seeking to fill a new faculty position in Evolutionary Biology. The successful candidate must have demonstrated significant research capability in any area of evolutionary biology, and has strong interest in evolutionary theory. Participation in the graduate and undergraduate teaching programs is required. This is a tenure-track position at the Assistant Professor level. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. While all eligible scientists are encouraged to apply, preference is given to citizens and permanent residents of Canada. By January 15, 1991 applicants should submit a curriculum vitae, statement of research interests, up to five representative reprints, and have three letters of reference sent to: Dr. B.A. McKeown, Chair, Department of Biological Sciences, Simon Fraser University, Burnaby, B.C. Canada, V5A 1S6

## BIOLOGY

**OTTAWA CIVIC HOSPITAL. Loeb Medical Research Institute. Reproductive Biologists.** The Ottawa Civic Hospital is dedicated to the provision of quality patient care, which is supported and enhanced by an environment of academic and research excellence. The Loeb Medical Research Institute is a research centre of the Ottawa Civic Hospital with integrated thematic research foci in reproductive biology, endocrinology and neurobiology. Two positions are now available for Reproductive Biologists. The successful candidates will be members of a reproductive biology research team and expected to conduct independent peer-review funded research programs. Applicants should possess a doctorate degree and a minimum of 3 years of post-graduate training. Preference in the area of extracellular matrix remodelling or molecular biology will be an asset. The selected candidates will be eligible for faculty appointment in the Department of Obstetrics and Gynaecology and in an appropriate basic science department at the University of Ottawa. Salary and benefits are commensurate with qualifications. Submit curriculum vitae, a statement of research aims and interests, and names and addresses of three references by January 1, 1991: Dr. Benjamin Tsang, Professor of Obstetrics and Gynaecology and Director, Reproductive Biology Unit, Loeb Medical Research Institute, Ottawa Civic Hospital, 1053 Carling Avenue, Ottawa, Ontario, Canada K1Y 4E9. Fax # (613) 761-5310. Telephone # (613) 761-4081. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**CONCORDIA UNIVERSITY Biology Department** is seeking qualified applicants for a tenure track position at the Assistant Professor rank for a Molecular Biologist. Preference will be given to individuals working with microbial systems (either prokaryote or eukaryote). Applicants will be expected to have a Ph.D. plus some post-doctoral experience, and to show that they are capable of pursuing an active, independent research programme. Duties within the department will include the teaching of graduate and undergraduate courses in molecular biology and the supervision of graduate students. In concordance with Canadian immigration policy, this advertisement is directed at Canadian citizens and permanent residents Concordia University is committed to employment equity. Applications should be sent by December 31, 1990, along with a full curriculum vitae, a statement of your research plans and the names of three referees who can comment on both research and teaching potential to: Dr. B. Widden, Chair, Department of Biology, Concordia University, 1455 de Maisonneuve Blvd., W., Montreal, Quebec, Canada, H3G 1M8.

## BIOTECHNOLOGY

**THE UNIVERSITY OF BRITISH COLUMBIA. Biotechnology Laboratory. Fermentation/Process Engineering Group.** The University of British Columbia has recently initiated the Biotechnology Laboratory under the directorship of Dr. Michael Ollis. Objective is to foster an interactive approach to problems in biotechnology. Applications are invited for a tenure-track appointment at the rank of Assistant Professor. Applicants must have a Ph.D. degree, post-doctoral experience is an asset. Substantial start-up funding will be provided. The individual appointed to the Biotechnology Laboratory will have a joint appointment with an appropriate academic Department and will teach and supervise undergraduate and/or graduate students in that Department's programs or in academic programs to be established under the auspices of the Biotechnology Laboratory. At this time, a candidate is sought with research expertise in either of the following areas of Bioprocess/Genetic Engineering: Downstream Processing - Applicants should be interested in developing a research program involving novel purification methods and/or aspects of chemical engineering applied to large-scale protein recovery. Candidates with industrial experience and a strong academic background are encouraged to apply. The successful candidate would be expected to develop a teaching program based on biochemical and engineering disciplines related to downstream purification. Protein/Genetic Processing - Applicants should be experienced in the application of genetic engineering and/or biochemical principles to protein production. The successful candidate would be expected to develop an active research program in the area of protein engineering, expression and/or purification of biochemically or industrially important proteins. The successful candidate would be expected to develop a teaching program bridging the genetic and biochemical engineering disciplines involved in downstream purification. The appointment will be made starting 1st July 1991 or as soon as possible thereafter. Closing date for applications, November 30, 1990. Salary will be commensurate with qualifications and experience. The University of British Columbia is committed to the Federal government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications, including a full c.v., plans for future research (approximately 2-3 pages), and the names, addresses and phone numbers of three references, should be sent to: Mrs Darlene Crowe, Administration, Biotechnology Laboratory, The University of British Columbia, 6174 University Boulevard, Vancouver, B.C., Canada, V6T 1W5.

## BUILDING ENGINEERING

**CONCORDIA UNIVERSITY. Centre for Building Studies.** The Centre hes an opening for a tenure-track faculty position. Applicants with current research interests in one or more of the following areas: Architectural Engineering; Lighting and Building Illumination; Building Science; and Building Envelope. Successful candidates will have a Ph.D. or equivalent related to any of these areas, accomplishments in writing of research publications and related experience. Duties include teaching at graduate and undergraduate levels, supervision of M.A.Sc. and Ph.D. students and research. In particular, a major experimental facility has been planned and the position will require the development of the applicant in its development. Although the language of instruction at Concordia University is English, bilingualism and knowledge of French will be an asset. Salary and rank are negotiable depending on academic qualifications and experience. Send a complete résumé with three references to: Dr. V. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Women are particularly encouraged to apply.

## BUSINESS

**McGILL UNIVERSITY. Faculty of Management.** Faculty is currently looking for outstanding individuals to fill anticipated tenure-stream positions at the Assistant/Associate Professor levels in the areas of Accounting, Finance, International Business, Industrial Relations, Management Science, Managerial Economics, Marketing, M.I.S., Operations Management, Organizational Behavior, and Policy. Candidates must have a distinguished research record or potential for the same, as well as an interest and competence in teaching. Candidates for the junior position must have a Ph.D. on hand or have a realistic expectation of completion within the year. Salary and rank will be commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full-time faculty members and offers B.Comm., M.B.A. and Ph.D. degrees. Apply in writing to Prof. Morty Yalovsky, Associate Dean, Academic, Faculty of Management, 1001 Sherbrooke St. West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**UNIVERSITY OF VICTORIA. The School of Business,** University of Victoria, is seeking applications at all ranks for tenure track and visiting appointments in marketing, organizeion behaviour/organization and management theory/human resource management, finance, and management science and policy/strategy in the areas of Entrepreneurship and Small Business, International Business, and Tourism Management. Applications are flexible from July 1, 1991. Applicents should hold a doctoral degree or be near completion of a doctoral degree. Salary levels are very competitive and negotiable, dependeni upon qualiiications and experience. An excellent benefits package is provided including retirement benefits, life insurance, and medical, dental and extended health. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Interested individuals should forward a resume and the names of three referees to: Dr. Peter McGahan, Director, School of Business, c/o Dr. John A. Schofield, Chair of Economics and Acting Director of Business, Department of Economics, University of Victoria, P.O. Box 3050, Victoria, B.C., V8W 3P5; FAX 604-721-8653. Applications should be submitted as soon es possible and no later than 31 December 1990.

**THE UNIVERSITY OF ALBERTA. Faculty of Business.** Applications are invited for full-time tenure-track faculty positions from those with a teaching and research interests in all fields of Business. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Salary ranges: Assistant Professor $34,970 to $51,434; Associate Professor $41,590 to $67,718; Professor starts at $55,263. Compatitive salary supplements are available. Appointments normally civil/ve July 1st. Positions subject to availability of funding. Send resume to: Dr. Jean-Louis Malouin, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

## BUSINESS ADMINISTRATION & COMMERCE

**UNIVERSITY OF NEW BRUNSWICK. The Division of Administrative Studies** in New Brunswick, Saint John Campus, invites applications for tenure-track faculty positions in Finance, Marketing and Industrial Relations/Human Resource Management. Qualifications include the Ph.D. completed or near completion. Consideration for a limited-term position will be given to candidates who are ABD or who hold the MBA. These positions involve teaching at the undergraduate and MBA levels; research; university service and research experience is desirable. Salary and rank depend on qualifications and experience and are competitive. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. UNB is committed to equity in employment and female candidates are especially encouraged to apply. Please submit curriculum vitae and names, addresses and phone numbers of three referees to Dr. Peter McGahan, Dean of Faculty, UNB, P.O. Box 5050, Saint John, NB, E2L 4L5

**McMASTER UNIVERSITY, Faculty of Business.** Applications are invited from candidates with qualifications in one or more of the following areas: Accounting; (ii) Finance; (iii) Merkeiinglintarnational Business/Business Policy, Rank of Assistani, Associate or Professor, depending on qualifications and experience Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with qualifications and experience. Send a complete résumé with three references to: Dr. R. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Women are particularly encouraged to apply.

**SIMON FRASER UNIVERSITY. The Faculty of Business Administration,** Simon Fraser University, invites applications for tenure-track appointments in 1. Marketing Research/Consumer Behaviour; 2. Business Finance, 3. Managerial Accounting; 4. Financial Accounting; 5. Audit and Tax; 6. Accounting Information Systems; 7 Managerial Economics (with an interest in Business Strategy or Public Policy Analysis); 8. Small Business/Entrepreneurship; 9. Management Information Systems; 10 Organizaiional Behaviour/Organizaiional Development. Rank: Assistani or Associate. Candidates eigible for employment in Canada at time of application are preferred. Successful candidates will have strong research and teaching abilities for both undergraduate and graduate courses and a Ph.D. in hand or near completion. Stari date: September, 1991 or at mutually agreed upon time. Simon Fraser University is committed to the principle of equity in employmeni and otiers equal employment opportunities to qualified applicants and women. Commencing July 1, budgetary approval. Send curriculum vitae and the names of three referees to: Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C., V5A 1S6 Canada.

**UNIVERSITY OF MANITOBA. Faculty of Menegement.** Applications are invited in the areas of (i) accounting, (ii) tinance, and (iii) information systems. Rank is open to Assistant Professor and experience Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open: July 1, 1991 preferred. Application date closes when position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

**WILFRID LAURIER UNIVERSITY.** Applications are invited for positions in the areas of Accounting, Finance/ Human Resources, Marketing, Operations and Decision Sciences and Policy for the 1991-92 academic year. Qualifications: PhD or ABD with teaching and research experience. Rank: Lecturer up to Full Professor. Salary and rank will depend on qualifications and experience. The University welcomes applications from all qualified women and men. Applications accepted until positions are filled. Positions are subject to budget approval. Send applications to: Dr. Ron Craig, Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5

**QUEEN'S UNIVERSITY. School of Business - 1990-91.** Applications are invited for one tenure track position in each of the following: Marketing, MIS, OBHR and Policy. All positions are subject to budgetary approval. Salary and rank will be commensurate with qualifications and experience but appointments are most likely to be made at the junior level. (PhD completed or nearing completion) and evidence of strong research and teaching potential are required. Teaching will be at both students at the B.Com., MBA, and Ph.D. levels is necessary. Applications will be accepted until positions are filled but should be submitted by December 31, 1990. Candidates of both sexes are equally encouraged to apply in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Send c v and names of three referees to: Dr. R.J. Anderson, Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

## CHEMISTRY

**UNIVERSITY OF ALBERTA.** Applications are invited for a position of Research Associate in physical organic chemistry in the Department of Chemistry, University of Alberta. The successful applicant should have a Ph.D in Organic Chemistry with one or two years of postdoctoral experience. In addition, proven experience in modern organic synthesis, homogeneous and micellar solution phase kinetics, organic free radical and transition metal-mechanistic studies will be required. Also necessary is e working knowledge of nuclear megnelic resonance, ultra violet, and infra red spectroscopy. The work will involve the design, synthesis and mechanistic evaluation of surfactant and transition metal complexes as catalysts for the hydrolysis of monophosphate esters. The position will commence January 1, 1991 at an annual salary of $23,000 CAD. Applications consisting of a curriculum vitae including a list of publications, and the names and addresses of three referees should be sent to the undersigned prior to 30 November, 1990: Dr. Robert S. Brown, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**WILFRID LAURIER UNIVERSITY. Department of Chemistry.** The Department invites applications for a two-year limited term appointment, at the rank of Assistant Professor, commencing on July 1, 1991. A subsequent Provisional or Candidacy tenure-track appointment may be made subject to budgetary approval. Applicants should have a Ph.D. and some post-doctoral experience in the area of inorganic/Organometallic Chemistry and will be expected to develop an externally funded research program in the context of a small university. The department strives for excellence in undergraduate education and features limited enrolments and small classes. Wilfrid Laurier University is committed to the principle of employment equity for men and women. Applications with a full curriculum vitae and the name and addresses of three referees should be sent to the undersigned on or before February 1, 1991. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Dr. Russell Rodrigo, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5; Telephone (519) 884-1970 ext. 2920; Fax: (519) 886-9351.

**YORK UNIVERSITY, Department of Chemistry.** Applications are being sought for a tenure-track position at the Assistant Professor level in Inorganic chemistry, especially those with research interests in physical inorganic or bioinorganic chemistry or inorganic chemistry of materials. Applicants should have a Ph.D. degree, preferably with some post-doctoral research experience. Excellence in research, as well as in teaching at the undergraduate and graduate levels, will be expected. The closing date for applications is January 15, 1991. Applications consisting of a curriculum vitae, list of publications, statement of research interests in the form of a research proposal, and names and addresses of at least three referees, should be sent to: Dr. D.F. Shriver, Chair, Inorganic Search Committee, Department of Chemistry, York University, 4700 Keele St., North York, Ontario M3J 1P3, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. York University is implementing a policy of employmeni equity including affirmative action for women faculty. Qualified women and men are invited to apply.

**THE UNIVERSITY OF BRITISH COLUMBIA. Department of Chemistry. Research Associate.** Applications are invited from well-qualified candidates for an appointment as a Research Associate in marine natural products chemistry to participate in an ongoing program directed to discover new antineoplastic secondary metabolites which have potential for development as anticancer drugs. Applicants must have a Ph.D. in natural products chemistry with demonstrated expertise in i) microgram scale bioassay guided isolation and purification of both organic and water soluble compounds, including the use of all modern chromatographic techniques such as HPLC and GC, ii) work with high field nmr spectrometers to conduct multipulse 1D and 2D experiments with interpretation of the data, iii) the chemistry and biology of marine invertebrates, and iv) the isolation of biologically active metabolites from and maintenance of marine animals. A minimum of two years postdoctoral experience is required. An active publication record is highly desirable. The grant funded appointment will be available immediately and will be initially for one year but renewable. Salary range: $26,000 per annum. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. Please send cv along with the name of two references by November 30, 1990 to: Dr. R.J. Andersen, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, British Columbia, Canada V6T 1Y6.

## CHILD & YOUTH CARE

**UNIVERSITY OF VICTORIA. School of Child and Youth Care.** Applications are invited for two tenure-track positions at the Assistant Professor level effective July 1, 1991. The School offers a B.A and M.A. in Child and Youth Care, and has a current complement of eight tenure track faculty with multidisciplinary backgrounds. Preference will be given to candidates who have one or more of the following: experience with at-risk adotescents/youth and families, clinical expertise with children and groups of children, expertise in staff training and/or curriculum development, contributions in the area of research and publications, and the ability to contribute to undergraduate and graduate programs. Ph.D preferred. The University of Victoria is committed to an employmeni equity program. Women are particularly encouraged to apply. In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should send curriculum vitae and three references by December 17, 1990 to: Prof. James Hughes, Director, School of Child and Youth Care, University of Victoria, P.O. Box 1700, Victoria, BC V8W 2Y2

## CLASSICS

**UNIVERSITY OF MANITOBA. The Department of Classics** at the University of Manitoba invites applications for a tenure-track position at the rank of Assistant Professor commencing July 1, 1991. The appointee must be qualified to teach a variety of Greek and Latin courses, but the main responsibilities for instruction and research will be in Greek and Roman archaeology and history. Desiderata include a completed Ph.D., a significant record of scholarly publications and an agenda of research leading to publication, successful experience as an instructor in the classroom and in the field, access to field-work sites and museum collections in the classical world for research and instructional purposes. The ability to conduct courses in French as well as English would be an asset. The salary floor for an Assistant Professor is $30,422 (currently under review). The University of Manitoba encourages applications from qualified women end

men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to: Professor John J. Gahan, Acting Head, Department of Classics, University of Manitoba, Winnipeg, Manitoba R3T 2N2. The closing date for applications is December 15, 1990.

## CLOTHING & TEXTILES

**UNIVERSITY OF ALBERTA. Faculty of Home Economics. Textile Conservator, Faculty Service Officer, Department of Clothing & Textiles.** Responsibilities: Primary responsibility is to teach practical aspects of textile conservation to seniors and graduate students; supervise a textile conservation intern; assist with conservation of items from Clothing & Textiles Collection and items accepted on a fee-for-service basis; assist with all aspects of conservation, including storage and display; and participate in ongoing research. Qualifications: MSc. in Clothing & Textiles or equivalent or related field, minimum 5 years experience as textile conservator; demonstrated teaching ability. Appointment: .5 of the position is a permanent continuing appointment; the remaining .5 of the position is a term appointment Jan. 1, 1991 - June 30, 1993) and is contingent upon available funding. Salary: Full-time salary per annum, dependent upon experience, $30,754 - 40,000. Effective date: January 1, 1991. Application deadline: November 30, 1990. Send CV and the names of two references to: Dr. Nancy Kerr, Chair, Department of Clothing & Textiles, 301 Printing Services Bldg., University of Alberta, Edmonton, AB, T6G 2N1 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equality in employment. The university encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

## COMMUNICATION

**UNIVERSITE DE MONTREAL. Faculte des arts et des sciences. Département de communication.** Concours (2) poste de professeur(e) à plein temps. Ces postes sont offerts également aux femmes et aux hommes. Fonctions. Les candidat(e)s seront appelés à enseigner aux trois cycles universitaires. Itsfelles devront diriger plusieurs mémoires et thèses et faire preuve de dynamisme en recherche. Exigences: Doctorat en Communication ou dans une discipline connexe; Expérience de recherche et d'enseignement universitaire; Etre spécialisé dans l'un des deux domaines de recherche suivants: 1) le droit et les politiques nationale et internationale de communication, 2) la communication organisationnelle et menagement; Dossier de publications requis. Connaissement aux exigences prescrites en matière d'immigration au Canada; Les avis de concours s'adresse aux citoyens canadiens et aux résidents permanents du Canada. Traitement: Selon les normes de le convention collective en vigueur. Date d'entrée en fonction: juin 1991 Date de clôture des candidatures: 1er février 1991. Les candidat(e)s intéressé(e)s à être pervenir les curriculum vitae et tout autre document pertinent à: André H. Caron, Directeur, Département de communication, Université de Montréal, CP 6128, Succ. "A", Montréal, Québec, H3C 3J8, Tél: (514)343-7819

**UNIVERSITE D'OTTAWA. Le département de Communication** de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur-e à temps complet conduisant à le permanence (adjoint-e ou agrégé-e). Le département offre des programmes de baccalauréat en Communication avec concentration ou avec spécialisation dans les deux langues officielles et projette la création prochaine d'un programme de maîtrise. Les deux postes de formation sont: 1) Médias et culture, 2) Communication interpersonnelle et organisationnelle. Exigences: Doctorat ou l'équivalent; Solide formation en Communication ou dans un domaine connexe, Priorité sera donnée à celui ou aux candidat-e-s qui manifestent un intérêt et des compétences dans les domaines reliés à l'analyse et à l'élaboration de stratégies de communication (médiatiques et/ou organisationnelles - internes ou externes); Le bilinguisme (anglais/français) est exigé. Ligueur: Entrée en fonction: le 1er juillet 1991. Date limite des candidatures: le 15 décembre 1990. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert en priorité aux citoyens canadiens et aux résidents permanents. Prière de faire parvenir son curriculum vitae ainsi que trois lettres de recommandation à: Denis Bechand, Ph.D., Directeur, Département de Communication, Université d'Ottawa, 554 King Edward, Ottawa, Ontario K1N 6N5.

**UNIVERSITY OF OTTAWA. The Department of Communication** of the University of Ottawa announces the opening of a full-time, tenure-track position (el the level of Assistant or Associate). The Department offers programs leading to an Honours B.A. in Communication in both French and English and is projecting an M.A. program. The Department's two areas of specialization are 1) Media and Culture, 2) Interpersonal and Organizational Communication Requirements: Ph.D. or equivalent; Strong background in research dealing with communication or related fields; Priority will be given to candidates who show interest and competence in subject areas relevant to issues analysis and development of communication strategies (media and/or organizational - internal or external); Candidate must be bilingual (French/English). Starting date: July 1, 1991 Deadline for applications: December 15, 1990. In compliance with Canadian immigration laws, this position is offered primarily to Canadian citizens and landed immigrants. Candidates should submit their curriculum vitae and three letters of recommendation to Dr. Denis Bachand, Chairperson, Department of Communication, University of Ottawa, 554 King Edward, Ottawa, Ontario, K1N 6N5.

**UNIVERSITY COLLEGE OF CAPE BRETDN. Communication.** Applications are invited for a full-time, tenure-track position beginning July 1, 1991. Ph.D., in communication required (exceptional ABD considered). Areas of teaching include interpersonal and public communication at introductory level plus two of three of the following areas: rhetorical theory and criticism, argumentation and debate, persuasion, and organizational communication. Salary and rank commensurate with qualifications and experience. Send letter of application; curriculum vitae; post-secondary transcripts, names, addresses, and telephone numbers of three referees; and other supporting materials to: Dean Dennis Power, Executive Director of Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Applications will be accepted until January 15, 1991, or until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. University College of Cape Breton is an equal opportunity/affirmative action employer and has a "smoke-free" policy

## COMPUTER SCIENCE

**THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Computer Science** at the University of British Columbia invites applications for tenure-track faculty positions at all ranks, as well as fixed-term and Post-Doctoral positions. The University's highest academic priorities is to build a leading centre in Computer Science, and outstanding candidates from all areas of Computer Science are sought to participate in this effort. Assistant Professor applicants must demonstrate exceptional research potential and teaching ability. A Ph.D. or equivalent in Computer Science or related area is required. Applicants for senior positions must have an outstanding record of achievement in research, and a demonstrated commitment in teaching. Successful candidates are expected to pursue an active research program, participate in graduate and undergraduate teaching and supervise graduate students. Positions are available as of July 1, 1991 and salary will be commensurate with rank and experience. The University of British Columbia, situated on the tip of a peninsula, is surrounded by beaches, lush green forests, and spectacular views of ocean, mountains and downtown Vancouver. Just 15 minutes away from both downtown and airport, this location enjoys a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city. Applicants should submit their resume and the names of at least three references to Maria M. Ktawe, Head, Department of Computer Science, University of British Columbia, Vancouver, B.C. V6T 1W5. Applications will be accepted until February 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. These positions are subject to final budgetary approval.

**CONCORDIA UNIVERSITY. Department of Computer Science.** Applications are invited for Visiting Faculty, Post Doctoral and Research Associate positions in the following areas: pattern recognition and machine intelligence, expert systems, database, programming languages, software engineering, VLSI architecture, numerical analysis. Applicants should have a Ph.D. degree in computer science or related field with a good research record. The Department currently has 26 full-time professors. It offers both undergraduate and graduate programs up to the Ph.D. level with an enrollment of over 1000 students. The language of instruction is English. The Department and the University offer excellent research and teaching facilities, and support staff. Apply giving resume and the names of at least three references to: Dr. T.D. Bui, Chair, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8 Canada. In accordence with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

## CONTINUING EDUCATION

**THE UNIVERSITY OF CALGARY Faculty of Continuing Education** invites applications for an Assistant Professor (tenure-track) effective July 1, 1991. The primary responsibility of this position is programming in the areas of management and engineering. In the area of Management the Faculty has joint responsibility for the Executive Development Program as well as short courses and seminars. In the area of engineering the Faculty offers programs for engineering managers and liaises closely with professional groups in engineering and geology. In addition to program responsibilities, the successful candidate will be expected to be involved in teaching, scholarship and service activities. Candidates should have a background in engineering with some management experience as well as a demonstrated interest in working with adult students. Preference will be given to applicants holding a doctorate in adult education or related discipline with experience in engineering and/or management. Those with a graduate degree in engineering and substantial instructional experience with adults will also be considered. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Application, with a curriculum vitae and the names of three referees, should be submitted by November 30, 1990 to: Dr. D. Kirby, Dean, Faculty of Continuing Education, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4

**THE UNIVERSITY OF CALGARY Faculty of Continuing Education** invites applications for an Assistant Professor (tenure-track) effective July 1, 1991. The successful candidate will supervise and direct the Certificate Programs offered by the Faculty of Continuing Education. Candidates should have a graduate degree in business management and proven experience of working with adult students. Preference will be given to applicants holding a doctorate in adult education, or related discipline, and management experience. Those with a graduate degree in management and substantial instructional experience with adults will also be considered. In addition to program responsibilities, the successful candidate will be expected to be involved in teaching, scholarship and service activities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Application, with a curriculum vitae and the names of three referees, should be submitted by November 30, 1990 to: Dr. D. Kirby, Dean, Faculty of Continuing Education, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

## COUNSELLING

**UNIVERSITY OF WINNIPEG, Student Counselling Services.** Applications are invited for a half-time position at the level of Instructor II. A Masters degree in Counselling and experience working with mature students is required. The position involves the development and maintenance of services for mature students and the provision of personal and vocational counselling to this group of student population. Salary is determined by the provisions of the collective agreement in force. Applications may be directed to Dr. B. Noonan, Student Counselling Services, University of Winnipeg, 515 Portage Ave., Winnipeg MB, R3B 2E9. Closing date for applications: December 17, 1990.

## CRIMINOLOGY

**SIMON FRASER UNIVERSITY. Director, School of Criminology.** Applications and nominations are invited for the position of Director of the School of Criminology at Simon Fraser University. The School of Criminology is one of the major Schools and Departments in the Faculty of Arts at Simon Fraser University and offers programs leading to Bachelor of Arts, Master of Arts and Ph.D. degrees. There are currently 66 graduate students and in excess of 600 undergraduates enrolled in these programs. The curriculum is committed to a comprehensive, interdisciplinary approach to the subject matter of Criminology. In addition to its academic offerings programs, the School emphasizes research through the Criminology Research Centre, the Institute for Studies in Criminal Justice Policy and the Institute for Feminist Socio-Legal Studies. There are 22 permanent faculty and a number of part-time instructors drawn from various disciplines. The appointment is for a term of five years. Candidates should have qualifications appropriate to a senior faculty position. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. Applications and nominations will be accepted until 31 January 1991 and should be sent to: Dr. R.C. Brown, Dean, Faculty of Arts, Simon Fraser University, Burnaby, B.C., V5A 1S6. This advertisement is directed to people who are eligible for employment in Canada at the time of application.

## DECISION SCIENCES

**CONCORDIA UNIVERSITY, Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems.** Applications are invited for full-time tenure track positions in Business Statistics, Operations Management and Management Information Systems effective June 1, 1991. Salary and rank depending on qualifications and experience. While applicants should have a Ph.D., serious consideration will be given to candidates having completion of their Ph.D. dissertation. Duties include research and teaching at both graduate and undergraduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and the names of three academic references should be sent to S.K. Goyal, Acting Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Concordia University is an equal opportunity employer.

## ECONOMICS

**CARLETON UNIVERSITY. Department of Economics.** Applications are invited for two preliminary appointments at the rank of Assistant Professor or Lecturer starting in the 1991-92 academic year, subject to budgetary approval. The positions require a completed Ph.D. (or expected in 1991), evidence of high-quality scholarly research and good teaching potential. Although outstanding candidates in all fields will be seriously considered, the department is especially interested in adding strength in the areas of monetary economics, public finance, industrial organization and international economics. Contact E.U. Choudhri, Chair, Department of Economics, Carleton University, Ottawa, K1S 5B6 Application should include the candidate's curriculum vitae and samples of published or written research. Applicants should also request 3 or more letters of reference to be sent to the Chair. Closing date for receipt of application is December 1, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons.

**CARLETON UNIVERSITY. Department of Economics.** Applications are invited for an appointment at the rank of Assistant Professor starting in the 1991-92 academic year, subject to budgetary approval. For this position, the candidate must have an outstanding record of publications in top scholarly journals, and will be expected to play an active role in graduate instruction and supervision. Outstanding candidates in monetary economics, public finance, industrial organization and international economics will be seriously considered, but the department is especially interested in adding strength in the areas of monetary economics and public finance. Contact E.U. Choudhri, Chair, Department of Economics, Carleton University, Ottawa, K1S 5B6. Applications should include candidate's curriculum vitae. Closing Date for the receipt of applications is December 1, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons.

**UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS.** The Division of Social Sciences invites applications for one tenure track position in economics commencing July 1, 1991. Candidates should have a PhD in Economics and some teaching experience. Areas may include teaching 3 full courses and developing a research program. Most fields of specialization will be considered, but those of special interest are environmental economics, resource economics, industrial organization, transportation and health economics. Applications, with curriculum vitae and names and addresses of three referees, should be sent to Dr. Peter Hennessy, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations, preference will be given to Canadian and permanent residents of Canada. The University of New Brusswick is committed to the principle of employment equity.

**UNIVERSITY OF GUELPH. The Department of Economics** seeks to fill a tenure track position at the junior particular interest include Econometrics, Trade and Finance, though individuals in other fields are encouraged to apply. Rank and salary are commensurate with qualifications and experience. This position is subject to budgetary approval. The University of Guelph is committed to an employment equity program which includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless the male candidate is demonstrably better qualified. In accordence with Canedien immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications with curriculum vitae, three references and samples of research output should be sent to L.N. Christofides, Chair, Department of Economics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. The deadline for applications is December 31, 1990.

**UNIVERSITE D'OTTAWA, Département de science économique.** Le Département dispose de deux postes de professeur(e) régulier(ère) unless un poste de permanence, eux rangs d'adjoint(e) ou d'agrégé(e), commençant le 1er juillet 1991. Les deux postes sont sujets à approbation budgétaire. Le titulaire doit la charge de travail sont concurrentiels. Les candidat(e)s eu ang de professeur(e) adjoint(e) doivent avoir un doctorat ou être sur le point de l'obtenir. (Les candidat(e)s qui n'ont pas terminé leur thèse de doctorat au moment de l'entrée en fonction seront initialement engagé(e)s eu rang de chargé(e) de cours.) Les candidat(e)s au rang de professeur(e) agrégé(e) doivent détenir un doctorat et posséder une excellente liste de publication. La charge de travail comprendra la recherche, l'enseignement eu niveau du baccalauréat, de la maîtrise et du doctorat, l'administration des tâches administratives. Le domaine de spécialisation, pouvru qu'il soli en économique, n'est pas d'importance capitale et les excellen(e)s candidat(e)s quel que soit leur domaine seront considéré(e)s. Comme le Département offre ses programmes en français et en anglais, les candidat(e)s devront pouvoir enseigner dans les deux langues dès la première année d'embauche. Les candidat(e)s sont donc prié(e)s d'indiquer leurs compétences linguistiques. Le Département accordera une attention particulière aux candidatures féminines. Les candidatures doivent envoyer leur curriculum vitae et le nom de trois répondant(e)s au professeur Ronald G Bodkin, Directeur, Département de science économique, University of Ottawa, Ottawa, Ontario K1N 6N5. La date limite est le 15 décembre 1990 Conformément aux exigences en matière d'immigration au Canada, cette annonce s'adresse aux citoyen(ne)s canedien(ne)s et aux résidents(es) permanent(e)s du Canada.

**UNIVERSITY OF OTTAWA, Department of Economics.** Applications are invited for two tenure track positions, at the rank of Assistant or Associate Professor, beginning July 1, 1991. Both positions are subject to budgetary approval. Salary and teaching load are competitive. Candidates at the rank of Assistant Professor must have completed, or be near completion, (Any candidate who has not finished his or her Ph.D. at the time of appointment will initially be appointed at the rank of Lecturer). Candidates at the rank of Associate Professor must hold a Ph.D. and have an outstanding publication record. Duties include teaching at the B.A., M.A. and Ph.D. levels, research, supervision, and administrative duties. Field of specialization, within Economics, is not of primary importance, and outstanding candidates in any area will be considered. Since the Department offers its programs in English and French, candidates must be able to teach in both languages within the first year of their appointment. Candidates should thus indicate their linguistic competence on their application. The Department will pay particular attention to applications from women candidates. Applicants must send their curriculum vitae, along with the names of three referees, to Professor Ronald G. Bodkin, Chairperson, Department of Economics, University of Ottawa, Ottawa, Ontario K1N 6N5. The application deadline is December 15, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**CONCORDIA UNIVERSITY, Department of Economics.** Subject to budgetary approval, applications are invited for tenure-track appointments at the rank of Assistant Professor or Lecturer beginning June 1, 1991. Strong candidates in all fields will be considered although the department has a particular interest in International Economics. Candidates with a Ph.D. or near Ph.D. will be considered for appointed. Duties include undergraduate and graduate teaching, and significant involvement in research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to a policy of employment equity. Please send applications, including curriculum vitae and the names of three referees to: Dr. Doodeen Ishaq, Chair, Department of Economics, Concordia University, 1455 Boulevard de Maisonneuve W., Montreal, Quebec, H3G 1M8.

**McGILL UNIVERSITY. Department of Economics.** Applications are invited for two tenure-track positions at the associate or assistant professor level. Areas of specialization are open, but labour economics is a priority for one of the positions. Senior Canadian applicants will be given to applicants with a Ph.D. (completed or near completion) who are expected to establish themselves as outstanding scholars and good teachers. Positions are subject to budgetary approval. Please send applications, including curriculum vitae and names of three referees by December 14, 1990 to Professor John McCallum, Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equality in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women. Send applications (including complete curriculum vitae, graduate school transcripts, name of three referees who are sending confidential letters of assessment) to Michael Percy, Acting Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 31, 1990.

**WILFRID LAURIER UNIVERSITY, Department of Economics.** Applications are invited for appointments beginning July 1, 1991. Ph.D., or near Ph.D., preferably with some teaching experience and publications. Duties include teaching at the undergraduate level and research. The University welcomes applicetions from all qualified women and men. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and names of three references should be sent to Dr. Frank Millerd, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5

**UNIVERSITY OF SASKATCHEWAN. Department of Economics.** Assistant, Associate, or Full Professor of Economics. Three tenurable positions are available and all fields of specialization will be considered. At least one position may be filled at the rank of Full Professor rank. Candidates for the rank of Assistant Professor should have the Ph.D. in hand or firmly expected by July 1991, and show promise in research and teaching. Candidates for the rank of Professor or Associate Professor should have a record of significant scholarly research and a commitment to teaching excellence at both the graduate and undergraduate level. Appointment at the rank of Full Professor may be with tenure at the outset. Appointment is effective 1 July 1991; salary is commensurate with qualifications. Interested candidates should send their CV, have one transcripts, and arrange to have three letters of reference sent to: Professor R.F. Lucas, Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Applications close when the position is filled, but in any case not before 31 January 1991. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. The University of Saskatchewan is committed to the principles of employment equity.

**UNIVERSITY OF VICTORIA. Department of Economics.** Applications are invited for two regular full-time positions effective 1 July 1991. Applications at all ranks and in all fields of specialization will be considered. These appointments will be expected to contribute to the further development of the Department's graduate program, although teaching responsibilities will be at the undergraduate as well as the graduate level. Applicants at the senior ranks must have a strong record of research achievement. Applicants at the junior rank must have a strong research orientation and hold, or have almost completed, a Ph.D. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to employment equity program. Women are particularly encouraged to apply. Please send applications, including curriculum vitae and the names of three referees, to Chair, Search Committee, Department of Economics, University of Victoria, P.O. Box 3050, Victoria, B.C., V8W 3P5. Applications should be submitted as soon as possible and no later than 14 December 1990.

## EDUCATION

**THE UNIVERSITY OF CALGARY Department of Educational Psychology** invites applications for an Assistant Professor in Special Education (tenure-track) effective July 1, 1991. Qualifications include: PhD in special education, classroom teaching or other relevant applied experience including work within integrated settings, knowledge of trends within special education, teaching in both theory and practicum courses largely at an introductory level. Major responsibilities will include teaching at the undergraduate level, some graduate supervision and developing a research program. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Application, with curriculum vitae and the names of three referees, should be sent by November 30, 1990 to: L.H. Sandals, Head, Department of Educational Psychology, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND. 1. Tenure track position in mathematics education.** Assistant or Associate Professor, beginning July 1, September, 1991. 2. Doctorate in mathematics education complete or near completion. Three years of university undergraduate courses. Some involvement in graduate courses and masters thesis supervision. Initiate and maintain an independent research program. Ability to teach a computer eludies methods course would be an advantage. 4. Salary subject to qualifications and experience. Position subject to budgetary approval and to Canadian immigration requirements. 5. Apply to Dr. R.K. Crocker, Dean, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X8. 6. Closing date: When position filled.

**UNIVERSITY OF VICTORIA. Faculty of Education. Psychologist Foundations in Education. Measurement, Evaluation, and Computer Applications in Education.** Applications are invited for a tenure track position at the Assistant Professor level, effective July 1, 1991. A Ph.D. or Ed.D. in Educational Psychology or Psychology and successful public school teaching are minimal requirements. Responsibilities include teaching measurement/evaluation and computer applications courses at both undergraduate and graduate levels, supervision of graduate students, and a demonstrated commitment to research. Salary will be commensuate with qualifications and experience. In accordance with Canedien immigration requirements, preference will be given to Canedian citizens and permenent

residents of Canada. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Applications, which should include curriculum vitae, the names of three referees, and reprints of recent publications, should be sent before December 31, 1990 to: Dr. Bill Knowles, Chair, Department of Psychological Foundations, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, B.C., V8W 3N4; (604) 721-7799.

**UNIVERSITY OF SASKATCHEWAN. The Department of Educational Administration** invites applications for a tenured term position for the second term of the 1990-91 academic year. The position involves supervision of interns on the extended practicum. Candidates should have completed a graduate program in a related field, and have recent extensive experience as a teacher/administrator in K-12 schools. The duties involve extensive travel in rural areas. Salary and rank are commensurate with qualifications and experience. Applicants should forward their curriculum vitae and the names of three referees to Dr. K.A. Wilson, Head, Department of Educational Administration, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0WO. The deadline for submission of application is December 14, 1990. This position is effective January 1, 1991. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Saskatchewan is committed to principles of employment equity.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Le Département de progrès en études et enseignement** recherche, sous réserve d'approbation budgétaire, des candidatures pour un poste de professeur(e) adjoint(e) dans le domaine de la didactique du français langue seconde. Il s'agit d'un poste régulier pouvant éventuellement devenir permanent. Titre de professeur(e) adjoint(e). Le département pourra toutefois considérer l'embauche d'un(e) candidat(e) exceptionnel(le) à titre de professeur(e) régulier(ère). Date d'entrée en fonction: 1er janvier 1991. Exigences: Doctorat ou maîtrise en éducation; bilingue français et anglais; expérience en enseignement du français langue seconde, de base ou par immersion. La priorité sera toutefois accordée aux candidat(e)s possédant une expérience comme enseignant(e) dans le système d'immersion. Fonctions: Enseignement; supervision des étudiants-maîtres; recherche; coordination des programmes d'études par la faculté pour le perfectionnement des maîtres. Traitement: Selon l'échelle en vigueur à Memorial, en fonction des qualifications et de l'expérience. Vous êtes priés d'envoyer votre curriculum vitæ et trois lettres de référence à: Dr. R.K. Crocker, Dean, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X8. En vertu de la loi sur l'immigration, la préférence sera accordée aux citoyens canadiens et aux immigrants reçus.

**McGILL UNIVERSITY. Department of Administrative and Policy Studies in Education.** Applications are invited for a tenure-track position at the Assistant Professor level beginning September 1, 1991. Candidates should have a doctorate in Educational Administration, Policy Studies or a related field. The Department offers graduate programs leading to the M.Ed., M.A., and Ph.D. degrees as well as undergraduate service courses in Quebec education and selected other topics. It includes 11 professors active in educational administration, curriculum planning, multicultural education, policy studies, women's studies in education and international education. The Department is also involved in an active program of professional development for teachers and administrators. Our mission is to develop educational leaders for Canadian and international settings. Principal responsibilities include (i) teaching graduate and graduate courses; (ii) research; (iii) thesis supervision. We are seeking a candidate with strong credentials in research and scholarship able to participate with us in our ongoing development of high quality programs of teaching, research and service. Base salary of Assistant Professor: $37,125 (under review). Deadline for applications: March 15, 1991. Applicants should submit a curriculum vitae and a letter indicating their specific teaching, research and professional interests. Further material and references may be required later. Submissions should be sent to: Prof. Gary Anderson, Chairman, Department of Administration and Policy Studies in Education, Faculty of Education, McGill University, 3724 McTavish, Montréal, QC H3A 1Y2. McGill is an Equal Opportunity Employer. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval.

**McGILL UNIVERSITY. Department of Educational Psychology and Counselling:** The Department of Educational Psychology and Counselling invites applications for appointment to a tenure-track position as Assistant/Associate Professor in the counselling psychology program, to begin September 1, 1991. We are seeking a candidate with a strong commitment to research and teaching. Preferred applicants will (a) have completed their doctorates prior to the starting date, (b) have demonstrated strong potential or achievement for research in an area of counselling psychology, (c) be able to teach graduate courses in counselling and research design and supervise advanced degree theses; and (d) be able to supervise master's and doctoral fieldwork. The language of instruction and administration at McGill is English, although a knowledge of French is an asset. The base salary for 1991-92 is $38,740 (assistant) and $45,147 (associate). Actual salary will be commensurate with experience, research record, and professional promise. McGill is an equal opportunity employer. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Cover letter, curriculum vitae, sample publications or thesis excerpts, and at least three letters of reference (addressing research, teaching, and potential supervision and consulting) should arrive before January 31, 1991, addressed to: Professor George Mager, Chairman, Search Committee, Department of Educational Psychology and Counselling, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec, Canada H3A 1Y2; (514) 398-4240, FAX (514) 398-4679

## ENGINEERING

**CONCORDIA UNIVERSITY. Faculty Position in Geotechnical Engineering.** The Department of Civil Engineering at Concordia University invites applications for a tenure-track faculty position in Geotechnical Engineering. Candidates are sought at the Assistant Professor level; however, all ranks will be considered if warranted by the experience and established record of the applicant. Applicants must possess a Ph.D. in Civil Engineering with specialization in numerical modelling and computer applications. They should also have either a strong background or demonstrated expertise related to geo-environmental problems. The area of research is soil and groundwater contamination. Practical experience is an important asset. The successful candidate will be expected to establish a significant research program, supervise M.Eng. and Ph.D. students and teach undergraduate and graduate courses. Membership, or eligibility for membership, in a Canadian professional engineering association is required. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Professor D.A. Pekau, Chair, Department of Civil Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. The position is available immediately and applications will be accepted until it is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to citizens and permanent residents of Canada, but other outstanding qualified candidates are also encouraged to apply. Equal consideration will be given to male and female applicants.

**MONTREAL GENERAL HOSPITAL Mechanical Engineer.** A permanent position is available for a graduate mechanical engineer in the Orthopaedic Research Laboratory of the Montreal General Hospital, Montreal, Quebec, Canada. The laboratory possesses a distinguished record of valuable contributions to medical research for the past two decades and offers a stimulating opportunity at the cutting edge of orthopaedic biomechanics. The applicant should possess a Masters in Mechanical Engineering and have a strong background in structural analysis and biomechanical science. Experience in design and testing of hip and knee orthopaedic prostheses is mandatory. Working knowledge of finite element analysis and experience in implant retrieval analysis is preferred. Familiarity with techniques of strain gueging, displacement measurement, and static and fatigue testing will be favorably considered. The successful applicant will be responsible for initiating and coordinating a variety of projects related to orthopaedic biomechanics. This will involve mechanical testing of implants and implant-bone constructs. Supervision of university students at undergraduate and graduate levels will be required. The position is available starting January 1, 1991. Salary and benefit package will be commensuate with qualifications. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from non-Canadian citizens and non-permanent residents will also be considered. Applications with curriculum vitae will be accepted until December 15, 1990. Contact: Dr. J. Dennis Bobyn, Director, Orthopaedic Research, Montreal General Hospital, 1650 Cedar Avenue, Montreal, Quebec Canada H3G 1A4 Ph: 1-514-937-6011, extension 2615.

**CARLETON UNIVERSITY. Department of Systems and Computer Engineering. Microwave Engineer Position.** Applications are invited for a research term position, to conduct advanced research in the area of broadband digital portable/mobile radio transceiver hardware for operation at millimetre wave frequencies. The work will involve channel measurement and characterization, antenna and circuit design and implementation of experimental apparatus. The position is made available by the department's participation in the federally-funded Network of Centres of Excellence, CITR (Canadian Institute for Telecommunications Research). Applicants should have at least a Master's Degree in Electrical Engineering, or the equivalent, and have a strong background and experience in RF microwave and millimetre wave circuitry and measurement techniques. Membership, or eligibility for membership in a Canadian professional engineering association is required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, others may be eligible. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Interested persons from these groups are encouraged to apply. This position is subject to budgetary approval. Send a curriculum vitae and names of references to: Dr. S.A. Mahmoud, Department of Systems and Computer Engineering, Carleton University, Ottawa, Ontario, K1S 5B6; Fax: (613) 788-5727.

**UNIVERSITY OF TORONTO. The Department of Mechanical Engineering,** University of Toronto invites applications for a Research Officer II position (continuing appointment). The successful applicant should have either (i) A M.Sc. in Mechanical Engineering (or related field) with specialization in finite element based computational fluid dynamics plus 3 years of experience in finite element analysis of unsteady biological flows; or (ii) a Ph.D. in Mechanical Engineering (or related field) with specialization in computational fluid dynamics plus at least one year of post-doctoral experience in finite element analysis of unsteady biological flows. The candidate will carry out development of finite element based software for modelling unsteady flows in the cardiovascular system, and will interpret results from these simulations. The salary range is $29,200 - $37,082 annually. Please submit resumes by December 1, 1990 to: Professor C. Ross Ethier, Department of Mechanical Engineering, 5 King's College Road, The University of Toronto, Toronto, Ontario, M5S 1A4. The position will commence February 1, 1991 or as soon thereafter as possible.

**UNIVERSITY OF OTTAWA. Department of Chemical Engineering.** Applications are invited for a tenure-track position at the rank of Assistant Professor. The candidate must hold (or expect soon to receive) a Ph.D. in chemical engineering or a related discipline, and the ability to be able to teach in French as well as in English would be a very distinct advantage. Duties include the teaching of undergraduate and graduate courses, research and graduate supervision (if M.A.Sc. and Ph.D. students), and participation in departmental and university activities. The first priority research specialization is of less importance than the calibre of the applicant. The University of Ottawa is interested in attracting both women and minority candidates, and employment equity is university policy. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applications should be received by December 15, 1990. Interested applicants should send their curriculum vitae and the names of three referees to: Dr. Z. Duvnjak, Chairman, Department of Chemical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5.

**UNIVERSITE D'OTTAWA. Département de genie chimique.** Nous invitons des candidatures pour un poste professeur(e) adjoint(e) menant à l'agrégat. Vous devez posséder un doctorat en génie chimique ou dé-e près de (ou l'équivalent), ou dans une discipline pertinente. La capacité d'enseigner en français et en anglais constitue un atout certain. Vos tâches incluront l'enseignement aux niveaux du premier, deuxième et troisième cycle, la recherche, incluant l'encadrement des étudiants à la maîtrise et au doctorat et des activités parallèles aux activités du département et de l'université. Votre calibre professionnel revêt une plus grande importance que votre champ de spécialisation de recherche. Selon les exigences de la loi sur l'immigration du Canada, cette annonce vise, avant tout, les citoyens canadiens et les résidents permanents. Veuillez faire parvenir votre curriculum vitae d'ici le 15 décembre 1990, en prenant soin de mentionner le nom de trois répondants, au: Dr. Z. Duvnjak, directeur, Département de génie chimique, Université d'Ottawa, Ottawa (Ontario) K1N 6N5. Nous souscrivons au principe de l'équité en matière d'emploi.

**UNIVERSITY OF NEW BRUNSWICK. Mechanical Engineering.** Applications are invited for a tenure-track position at the Assistant Professor level. The department is looking for research expertise in computer aided manufacturing, or in automatic control to complement its strong computer aided design research program. Candidates should have completed a Ph.D. and be eligible for registration as a Professional Engineer in the Province of New Brunswick, and have a commitment to teaching and research. Applicants should submit curriculum vitae and the names of three referees should be sent to: Dr. H.G. Davies, Chairman, Department of Mechanical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

**QUEEN'S UNIVERSITY. The Department of Electrical Engineering,** Queen's University is seeking candidates for appointment to tenure track faculty positions at the Assistant or Associate Professor level. Applications are invited from all areas of electrical engineering, but preference will be given to persons specializing in: computer engineering, digital signal and image processing, fibre and integrated optics, finite-element analysis applied to electric machines, robotics and VLSI. Duties include undergraduate and graduate teaching, establishment of a significant research program and participation in the Departmental activities. The Department offers undergraduate Electrical Engineering and Computer Engineering Options with an enrolment of over 300 undergraduates and 125 post-graduate students in the M.Sc. and Ph.D. programs. Currently there are 24 full-time Faculty members and several adjunct instructors. Applicants must hold a Ph.D. degree. Rank and salary are commensuate with qualifications and experience. Send a detailed career summary with names and addresses of three referees to: Dr. G.J.M. Aitken, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6. Please quote reference number: 04-90. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO. The Department of Electrical and Computer Engineering** at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in power systems, high voltage insulation and microwave integrated circuits. The department also invites applications for definite-term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The latter positions are being funded under the auspices of the Information Technology Research Centre (ITRC). The level of the appointments and salary will be commensuate with the qualifications and experience. The candidate must have a doctoral degree and a strong commitment to research and teaching, and it is desirable that the University of Waterloo is to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. Victor H. Quintana, Chairman, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## ENGLISH

**WILFRID LAURIER UNIVERSITY. The Department of English,** Wilfrid Laurier University, invites applications for a tenure-track position (subject to budgetary approval) from specialists in American Literature or in genre studies (fiction or poetry). Secondary specifications in critical or rhetorical theory will be a distinct asset. Completed (or nearly completed) Ph.D. required; publications and teaching experience desirable. Rank and salary open; commensuate with qualifications and experience. Letters of application and curriculum vitae, with at least three references, should be sent by February 1, 1991 to: Dr. Paul Tiessen, Chairperson, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University has established a smoke-free environment.

**CARLETON UNIVERSITY. Department of English.** The Department of English Language and Literature invites applications and nominations for the position of Chair. The Department at present consists of 37 full-time members, and offers the Pass, Honours, and Masters degree programs. A Ph.D. program is currently under development. The Department hosts the journals English Studies in Canada and Florilégium, and the Centre for Editing Early Canadian Texts (CEECT) is also located in the Department. There are approximately 5,000 enrolments in English courses, with more than 1,000 degree students in the undergraduate level, and some 60 at the graduate. The Department is also actively involved in interdisciplinary work with the Institute of Canadian Studies, Women's Studies, and Comparative Literature. Candidates should be active scholars with strong publication and leadership skills. This will be a senior appointment, with tenure, at a salary level commensuate with ability and experience. The term of appointment will be for five years, renewable, and would begin on July 1, 1991 or as soon as possible thereafter. Applications (with the names of at least three referees and an up-to-date curriculum vitae) and nominations will be received until January 15, 1991 and should be addressed to: Dr. D.G. Laild, Chair, Department of English Language and Literature, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to employment equity for women, aboriginal peoples, visible minorities and disabled persons. Interested persons from these groups are encouraged to apply.

**UNIVERSITY OF SASKATCHEWAN.** Applications are invited for a tenure-track position in Modern and Contemporary Drama at the rank of Assistant Professor, subject to budgetary approval. The Ph.D is essential; teaching experience and publications are desirable. The appointment will commence on 1 July 1991. Applicants should send a curriculum vitae, transcripts, and three letters of reference to Dr. P.T. Millard, Chair, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0WO. Deadline for applications: 31 December 1990. The University of Saskatchewan is committed to the principles of employment equity in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO. Department of English. Rhaforic and Professional Writing.** Applications are invited for a tenure-track position at an open rank but preferably full professor level. Applicants must have a Ph.D. with specialization in rhetoric, composition theory, and professional writing. Background in cognition, linguistics, and communication theory is also desirable. A strong publication record is essential. Duties will include teaching undergraduate, M.A. and Ph.D. courses in professional writing and rhetoric and may include participation in the Centre for Professional Writing. Salary negotiable. Appointment effective July 1, 1991. Closing date for application is December 1, 1990. Send resumes to Dr. Gordon E. Slethaug, Chairman, Department of English, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO. Department of English. Late Eighteenth- and Early Nineteenth-Century British Literature.** Applications are invited for a tenure-track position at the assistant professor level. Applicants must have a Ph.D. with specialization in Late Eighteenth and Early Nineteenth-Century British Literature. Outstanding publishing and teaching potential is recommended. Background in a secondary area is desirable. Duties will include teaching undergraduate and graduate courses (M.A. and Ph.D.). Salary negotiable. Appointment effective July 1, 1991. Closing date for applications is December 1, 1990. Send resumes to Dr. Gordon Stelhaug, Chair, Department of English, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors, wherever possible. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO. Department of English. Renaissance Non-Dramatic Literature.** Applications are invited for a tenure-track position at the assistant-professor level. Applicants must have a Ph.D. with specialization in Renaissance Non-Dramatic Literature. Background in literary theory is also desirable. An indication of strong publishing and teaching is desirable. Duties will include teaching undergraduate and graduate courses (M.A. and Ph.D.). Salary will depend on qualifications. Appointment effective July 1, 1991. Closing date for applications is December 1, 1990. Send resumes to Dr. Gordon Slethaug, Chair, Department of English, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF OTTAWA. Department of English.** Applications are invited for two tenure-track positions at the rank of Assistant Professor effective July 1, 1991. Deadline November 30, 1990. The Department is looking for well-qualified applicants with an M.A. minimum, a Ph.D. and some publications. These are open positions not restricted to a particular specialization. The Department especially welcomes applications in the areas of Renaissance non-dramatic literature, nineteenth-century British poetry, and literary theory. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is a University policy. Send curriculum vitae and have three letters of reference forwarded to: David Staines, Chair, Department of English, University of Ottawa, Ottawa, Canada, K1N 6N5

**UNIVERSITY OF NEW BRUNSWICK. The Department of English** at the University of New Brunswick invites applications for a probationary tenure-track appointment at the rank of Assistant Professor, effective 1 July 1991 and subject to final budgetary approval. Applicants must hold the Ph.D and must have Nineteenth-Century British Fiction as their primary area of specialization. Interested individuals should send these referees to send confidential letters, and should themselves forward a letter of application, a detailed curriculum vitae and a transcript of academic record to Professor Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. The deadline for applications is December 15, 1990. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity. Applications from women are encouraged

## ENVIRONMENTAL & RESOURCE STUDIES

**UNIVERSITY OF VICTORIA.** Applications are invited for a full time tenure-track appointment in Environmental Studies at the Assistant Professor level to commence on July 01, 1991. Applicants must have a Ph.D in Environmental Studies or an appropriate related discipline, be prepared to offer courses at the senior undergraduate and graduate level, and to undertake a strong independent scholarly research program. Proven ability to participate in a broadly based multidisciplinary program with significant interaction with the outside community will be an asset. While the research area is open, environmental impact assessment, risk management and environmental regulation are areas of particular interest. The deadline for applications is December 31, 1990. Applicants must send their curriculum vitae, plus at least one copy of two recent publications, a description of research interests and at least three names of referees that can be contacted to: Dr. Paul R. West, Director, Environmental Studies Program, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply.

**TRENT UNIVERSITY. Environmental and Resource Studies Program.** Applications are invited for two tenure-track positions at the level of assistant professor. Applicants are invited for a research and teaching position in one of the following four areas of expertise: 1. Waste management and risk assessment. Applicants should have graduate training and experience in both a quantitative and a qualitative native. Background in economics would be an asset. A critical understanding of alternative approaches is preferable to specialization in one. 2. Comparative International development and environmental politics. Applicants should have graduate training and experience in subjects such as technology assessment, energy, natural resources and/or population. Field experience would be an asset. 3. Renewable resource policy. Applicants should have mixed training in the social and in biophysical and social science. Field research experience and teaching capability are required in any of such as forestry or agriculture. Resource policy expertise could also relate to environmental impact assessment, environmental regulation, or related subjects. 4. Environmental policy and environment-economy linkages. Applicants should have a broad interdisciplinary background with understanding of approaches to environmental protection, regulation and institutional arrangements. Economic or legal expertise would be an asset. Candidates should hold a Ph.D or equivalent and have research and university teaching experience. In addition to teaching, successful applicants will be expected to conduct original research and undertake the usual administrative duties of an assistant professor. Graduate student supervision is possible through several graduate programs. The Environmental and Resource Studies Program, founded 15 years ago as an interdisciplinary program, will expand into the new environmental sciences building in 1992. It has working relationships with 17 departments and/or programs at the university. Opportunities for cross-appointment exist, especially with the Department of Economics and Political Studies and the Environmental Development Studies Program. Please submit a letter of application with a complete c.v. by January 14, 1991, to: Dr. Thomas H. Whillans, Chair, Environmental and Resource Studies Program, Trent University, Peterborough Ontario, K9J 7B8. Trent University is an employment equity employer, and especially invites candidates from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## FILM STUDIES

**UNIVERSITY OF MANITOBA. The Department of English** at the University of Manitoba invites applications for a tenure-track position in Film Studies at the rank of Assistant Professor, effective July 1, 1991. Applicants should hold a Ph.D. in Film Studies or a related discipline, with a specialization in Film History and Theory, or be nearing completion of the degree. Duties will include teaching and research in film studies. Teaching experience and publications

ete desirable. Practical experience in filmmeking would be an asset. Salary will be dependent upon qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke tree work environment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Please submit application along with c.v. and the names of three persons sending letters of reference (not a complete dossier) to: Professor John J. Teunissen, Head, Department of English, University of Manitoba, Winnipeg, Manitoba, R3T 2N2 Deadline for completed applications is November 30, 1990.

## FORESTRY

**UNIVERSITY OF NEW BRUNSWICK. Faculty of Foistry. The Depaitment of Forest Resources** invites applications for a tenure track position in Forest Measuration/Biometry at the rank of Assistant Professor level beginning January 1, 1991. A PhD or equivalent experience is required. The appointee will teach undergraduate and graduate courses, supervise graduate students, and mount a strong research program. Applicants should have research interests in growth and yield. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. Applications, including a curriculum vitae and names of three referees, should be submitted to Dr. G.L. Baskerville, Dean, Faculty of Foiestry, University of New Brunswick, Bag Services 44555, Fredericton, NB. Canada, E3B 6C2

## FRENCH

**SAINT MARY'S UNIVERSITY. Department of Modern Languages and Classics.** Saint Mary's University invites applications for two tenure track appointments in French at the rank of Assistant or Associate Professor, depending on qualifications and experience, for September 1, 1991. Applicants should have a completed Ph.D. in French and have a commitment to research and publication. They should be able to contribute significantly to the teaching of French language and literature courses at the undergraduate level. Native or near-native fluency in French, as well as in English, are essential. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer. Send letters of application, a complete curriculum vitae, and the names of three referees prior to December 31, 1990 to: Dr. Anthony J. Farrell, Chairperson, Department of Modern Languages and Classics, Saint Mary's University, 923 Robie Street, Halifax, Nova Scotia, B3H 3C3.

**UNIVERSITE YORK. Le Département d'Etudes françaises de la Faculté des Lettres** de l'Université York annonce l'ouverture d'un poste en français langue seconde menant à la permanence, au rang de chargé(e) de cours (Assistant Lecturer), dans le volet alternatif immersif Steam, à partir du 1er juillet 1991 (La voie alternative est réservée aux professeur(e)s chargés exclusivement des cours de français langue seconde). Le candidat(e)s devront être titulaires d'une maîtrise en études françaises, de préférence avec spécialisation en didactique du français langue seconde. Nous recherchons un(e) candidat(e) ayant les qualités suivantes: expérience dans l'enseignement au niveau universitaire; maîtrise des diverses approches pédagogiques, à tous les niveaux et sous tous les aspects de la langue; direction et participation de cours à sections multiples; création de matériel pédagogique en français langue seconde; capacité de s'intégrer à une équipe de travail pour élaborer du matériel pédagogique; esprit d'initiative. Ce poste exige une excellente maîtrise du français parlé et écrit et une bonne connaissance pratique de l'anglais. L'université York applique une politique d'équité en matière d'emploi et encourage les candidatures de personnes compétentes répondant aux exigences d'immigration Canada, celle annonce s'adresse aux citoyens canadiens et aux résidents permanents. La date limite de dépôt des candidatures est fixée au 15 janvier. Prière d'envoyer votre C.V. complet et de demander à trois répondents de faire parvenir directement une lettre d'appréciation à: Alain Favrod, Département d'Etudes françaises, Faculté des Lettres, Université York, North York, Ont. M3J 1P3.

**UNIVERSITY OF WATERLOO. Le Département de français** de l'Université de Waterloo sollicite des candidatures à un poste de professeur(e) adjoint(e) pouvant conduire à la permanence. Les candidat(e)s doivent être titulaire d'un doctorat, posséder une excellente maîtrise de la langue française, et être capables d'enseigner des cours de langue à tous les niveaux du premier cycle. Une spécialisation en linguistique serait un atout, mais c'est surtout la polyvalence qui sera prise en considération. Le traitement sera établi en fonction des qualifications et de l'expérience. Les dossiers, accompagnés des noms de 3 répondant(e)s doivent être envoyées à l'adresse suivante: Prof. Delbert Russell, Directeur, Département de français, University of Waterloo, Waterloo, Ont., N2L 3G1. Entrée en fonction le 1er juillet 1991; les candidatures seront acceptées jusqu'au 15 janvier 1991. Conformément aux exigences de l'immigration canadienne, la priorité sera donnée aux citoyens canadians et aux résidents permanents. L'Université de Waterloo a une politique d'équité en matière d'emploi et invite toutes les personnes qualifiées, y compris les femmes, les autochtones, les personnes handicapées et les membres des minorités visibles, à poser leur candidature.

**TRENT UNIVERSITY. La Section d'études françaises** sollicite des candidatures de spécialistes en didactique du français pour un poste de Professeur(e) adjoint(e) menant à la permanence. La préférence sera accordée aux candidat(e)s polyvalent(e)s pouvant enseigner ponctuellement dans d'autres secteurs de la vie de la Section (littérature et civilisation québécoises—littérature et civilisation françaises). Fonctions. Enseignement des cours de langue du 1er cycle; participation à l'administration du programme de français langue seconde. Exigences: 1. Ph.D. ou l'équivalent, 2 Excellence pertinente de l'enseignement; 3. Recherche et publications pertinentes. Conditions: Rang de Professeur(e) adjoint(e) rémunération et autres conditions selon la convention collective. Entrée en fonction: 1er juillet 1991. Date de clôture des candidatures: le 15 janvier 1991. Prière d'envoyer le curriculum vitae et de faire envoyer, avant le 15 janvier, trois lettres de référence à M. A.E. Franklin, Directeur de la Section d'études françaises du Département des langues et littératures modernes, Université Trent, Peterborough, Ontario K9J 7B8. L'Université Trent pratique une politique d'équité en matière d'emploi, et invite en particulier des candidatures de femmes, d'autochtones, de membres de minorités visibles et de personnes handicappées. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada.

## GENERAL STUDIES

**THE UNIVERSITY OF CALGARY Faculty of General Studies** invites applications for an Assistant Professor tenure-track effective July 1, 1991 PhD is required Applicants should be prepared to teach in the general area of Canadian Studies from a background in teaching and research in one or more of foreign policy, gender studies, history, law, native studies, political science, sociology. Specific teaching duties will depend on the successful applicant's preparation and interests. The Faculty of General Studies offers interdisciplinary programs leading to BA, BSc, BA(Hon) and BSc(Hon) degrees in Canadian Studies, Communications Studies, Development Studies, Education Studies, Law and Society, Leisure Tourism and Society, Peace and War Studies, Science Technology and Society, Urban Studies, and Women's Studies In addition programs leading to the MA (Communications Studies) and MSC (Master of Communications Studies) degrees are also offered. Salary is commensurate with qualifications and experience In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Application, with a detailed curriculum vitae and the names, addresses and telephone numbers of three referees, should be sent by November 30, 1990 to: Dr. Michael J. McMordie, Dean, Faculty of General Studies, The University of Calgary, 2500 University Drive N W , Calgary, Alberta T2N 1N4

## GEOGRAPHY

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Department of Geography.** Subject to final budgetary approval, the Department of Geography of Memorial University of Newfoundland is seeking to fill positions effective September 1, 1991 in the following areas. 1. RESOURCE MANAGEMENT, specifically, resource analysis and management and to assist in teaching courses in quantitative methods, supporting analytical techniques. 2. GEOGRAPHICAL INFORMATION SYSTEMS - with primary interest in GIS and its applications. Applicants having a combined interest in GIS and some other specialty will also be considered. 3. PHYSICAL GEOGRAPHY - with expertise in one or more of the following areas: coastal and fluvial geomorphology, hydrology, or Quaternary studies. Responsibilities in all positions include teaching at the undergraduate and graduate levels and maintaining an active research program. These positions are tenure track. Salary open. The Ph.D. is required, although applicants at the dissertation stage will be considered. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and to permanent residents, however, other qualified persons are encouraged to apply. Applications should include a curriculum vitae and the names of three referees. Apply to: Dr. D. Jacobs, Head, Department of Geography, Memorial University of Newfoundland, St.John's, Newfoundland, Canada, A1B 3X9; Telephone: (709) 737-7417; Fax (709) 737-4000 The closing date is 14 December 1990.

## GERMAN

**QUEEN'S UNIVERSITY.** Assistant Professorships, German. Applications are invited for a tenure-track appointment at the rank of Assistant Professor as of 1 July 1991. Applicants should have a Ph.D. or equivalent, native or near-native fluency in German, expertise in German literature before 1700, and demonstrated interest in research as well as teaching. The duties of the position will involve teaching German language and literature courses at all levels, undergraduate and graduate, as well as normal faculty responsibilities. Salary will be commensurate with qualifications and experience Applicants should send a curriculum vitae and arrange for three confidential letters of reference to be sent to Dr. Pallick O'Neill, Head, Department of German Language and Literature, Queen's University, Kingston, Ontario, Canada K7L 3N6 by no later than 31 December 1990. Candidates of either sex are equelly encouraged to apply Queen's University is committed to employment equity Applications will be acknowledged. Only those appointee to seek suitable employment.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND, St.Winifred Cranwell College** invites applications for a tenure-track position in German beginning September 1, 1991 (subject to budgetary approval). PhD or equivalent native or near-native fluency Area of specialization open Salary and rank dependent on qualifications and experience. Curriculum vitae and names of three referees should be submitted to: Professor E.J.F. Hodgett, Acting Principal, St. Winifred Cranwell College, University Drive, Corner Brook, NF A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## GERONTOLOGY

**UNIVERSITY OF WATERLOO. The Program in Gerontology, Faculty of Applied Health Sciences** at the University of Waterloo, an Employment Equity Employer, invites applications for a tenure track position at the level of Assistant or Associate Professor beginning in the Fall of 1991. This position is subject to budgetary approval. Applicants should have a Ph.D in an area of Gerontology, and also have a wide knowledge of other areas of Gerontology, particularly in the area of research in aging. Responsibilities will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. In order for an application to be considered, it must be signed by the candidate, and three letters of references, sent directly from the referees, are required. The deadline for applications is January 15, 1991. In accordance with Canadian Immigration legislation, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to Dr. W.F. Forbes, Chair, Program in Gerontology, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## HISTORY

**UNIVERSITY OF ALBERTA. The Department of History,** University of Alberta, invites applications for a tenure-stream appointment in twentieth-century Russian/Soviet history. Applicants also must be willing to teach an introductory course in World History. A Ph.D. is required; publications and teaching experience are desirable. The appointment will commence on July 1, 1991. Qualifications should include teaching competence in recent post-Confederation Canadian history, but applicants' primary specializations and reseach interests need not be in this area. Applicants should have a PhD, teaching experience, and publications. Applications, including curriculum vitae and the names of three referees, should be sent to: Professor J.L. Sanders, Chair, Department of History, Block University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until December 15, 1990. In accodance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Block University is an equal opportunity employer. Smoking at Block University is strictly controlled,

**UNIVERSITY OF OTTAWA. 1. The Department of History** invites applications for a tenure-track position: specialist in Russian and Soviet history. 2 Post effective: July 1st, 1991. 3. Requirements: Ph.D., publications and teaching experience. The successful candidate must be eligible for admission to the School of Graduate Studies In the near future in order to be able to contribute effectively to the following areas: Graduate progiammes; an ability to teach in both French and English. 4. Rank: Assistant Professor. Salary: commensurate with experience. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to Dr. Michael D. Behiels, Chairman, Department of History, University of Ottawa, Ottawa, K1N 6N5. 6. Deadline for applications: December 15, 1990. 7. Employment equity is University policy. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and to permanent residents, however, other qualified persons are encouraged to apply. Applications should include a curriculum vitae and the names of three referees. Apply to: Dr. D. Jacobs, Head, Department of Geography, Memorial University of Newfoundland, St.John's, Newfoundland, Canada, A1B 3X9; Telephone: (709) 737-7417; Fax (709) 737-4000 The closing date is 14 December 1990.

**UNIVERSITY OF VICTORIA. The Department of History** at the University of Victoria invites applications for a tenure-stream appointment in the rank of Assistant Professor. All methodological approaches or thematic fields will be considered. The successful candidate will be expected to teach an introductory survey course in European history, and upper level courses in the candidate's area of expertise. A completed Ph.D is required. Teaching experience and publications are very desirable. Applicants should send a curriculum vitae and three letters of reference to Dr. Peter Baskerville, Chair, History Department, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. Closing date for receipt of applications is January 8, 1991. In accordance with Canadian immigration requirements and the University of Victoria's Hiring policy, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Visitors are particularly encouraged to apply.

**McGILL UNIVERSITY.** Applications are invited for a tenure track position (Budget permitting) at the Assistant Professor level in the History of Canada. Professor Rank, in United States 19th and 20th century social and economic history. A completed Ph.D. is required. The appointment will commence on 1 September, 1991. Applicants should send a c.v. and have three referees send letters to: Professor Carman Miller, Chairman, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7; Fax Number: 514-398-3594. Deadline: until filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

**McGILL UNIVERSITY.** Applications are invited for a tenure track position (Budget permitting) at the Assistant Professor rank, in the History of Canadian architecture and a relevant Ph.D. Excellence in research and publication is necessary and the ability to work in a multi-disciplinary setting is an attribute Salary is dependent on qualifications and experience. Send letters to: Professor Carman Miller, Chairman, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7; Fax Number: 514-398-3594. Deadline: until filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

**BROCK UNIVERSITY. The Department of History,** Brock University invites applications for a tenure-track appointment in Canadian history at the assistant professor level. Starting date for the appointment is July 1, 1991. Qualifications should include teaching competence in recent post-Confederation Canadian history, but applicants' primary specializations and reseach interests need not be in this area. Applicants should have a PhD, teaching experience, and publications. Applications, including curriculum vitae and the names of three referees, should be sent to: Professor J.L. Sanders, Chair, Department of History, Block University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until December 15, 1990. In accodance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer. Smoking at Brock University is strictly controlled,

## HISTORY & WOMEN'S STUDIES

**UNIVERSITY OF ALBERTA. The Department of History and the Women's Studies Program,** University of Alberta, invite applications for a tenure-steam appointment at the assistant professor level in the history of women in developing countries. The appointment will be half in History and half in Women's Studies. In Women's Studies, candidates should be prepared to teach courses in the area of Women in the Third World from an historical perspective. They should also be prepared to teach or contribute to general courses in Women's Studies. In addition to teaching courses on the history of women in developing countries, candidates must be willing to teach an introductory course in world history. A Ph.D. is required; publications and teaching experience are desirable. The appointment will commence on 1 July 1991, conditional on funds being made available. The current salery floor is $36,910. A letter of application, a curriculum vitae, and three letters of reference are required. In addition, three referees should be asked to send confidential letters of appraisal to: Dr. D.J. Hall, Chair, Department of History, University of Alberta, Edmonton, Alberta T6G 2H4. Closing date: 1 February 1991. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women. In accordance with Canadian Immigration legislation, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF OTTAWA. 1. The Department of History** invites applications for a tenure-track position: specialist in Russian and Soviet history. 2 Post effective: July 1st, 1991. 3. Requirements: Ph.D., publications and teaching experience. The successful candidate must be eligible for admission to the School of Graduate Studies In the near future in order to be able to contribute effectively to the following areas: Graduate progiammes; an ability to teach in both French and English. 4. Rank: Assistant Professor. Salary: commensurate with experience. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to Dr. Michael D. Behiels, Chairman, Department of History, University of Ottawa, Ottawa, K1N 6N5. 6. Deadline for applications: December 15, 1990. 7. Employment equity is University policy. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and to permanent residents, however, other qualified persons are encouraged to apply. Applications should include a curriculum vitae and the names of three referees. Apply to: Dr. D. Jacobs, Head, Department of Geography, Memorial University of Newfoundland, St.John's, Newfoundland, Canada, A1B 3X9; Telephone: (709) 737-7417; Fax (709) 737-4000 The closing date is 14 December 1990.

## HUMANITIES

**QUEEN'S UNIVERSITY. Webster Fellowship Programma in the Humanities.** Queen's University invites applications from scholars who have recently completed or are about to complete doctoral studies (or some professional equivalent) in the humanities, broadly conceived. Candidates with new perspectives, who can place specialized enquiry within a larger intellectual or cultural context, are especially encouraged to apply. Fellowships are fenable for two years with a stipend of $38,500 for the first year and an expense allowance of $2,000. While most of their time is devoted to research, fellows are normally expected to teach one full course in their discipline. Applicants should send curriculum vitae and an essay, not exceeding 1,000 words, outlining their proposed research to Dr. Wm. D. McCready, Dean, Faculty of Arts and Science, Queen's University, Kingston, Ontario, K7L 3N6. Three referees should be asked to send supporting letters directly to the same address. The deadline for completed applications is January 15, 1991. Les francophones, ainsi que les anglophones, sont invités à poser leur candidature. Candidates of either sex are equally encouraged to apply.

## LANDSCAPE ARCHITECTURE

**UNIVERSITY OF GUELPH. The School of Landscape Architecture** is seeking to fill a fulltime 12 month, tenure track position in the School of Landscape Architecture at the Assistant Associate Professor level. The primary focus is directed toward, but not limited to, undergraduate and graduate studies in design and implementation, and ecological planning/management. The School offers a five-year B.L.A. program (175 students) and a two or three year M.L.A. program (35 students). The School has an excellent overall physical environment including computer and video facilities with six Silicon Graphics workstations. The School has strong linkages with other University departments including rural planning and development, rural resource management, and fine arts. Qualifications. Applicants should have at least a Master of Landscape Architecture (M.L.A.) or equivalent degree with experience in physical design and construction or one degree in landscape architecture and a relevant Ph.D. Excellence in research and publication is necessary and the ability to work in a multi-disciplinary setting is an attribute Salary is dependent on qualifications and experience. Send letters to: Professor Carman Miller, Chairman, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7; Fax Number: 514-398-3594. Deadline: until filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

**BROCK UNIVERSITY. The Department of History,** Brock University invites applications for a tenure-track appointment in Canadian history at the assistant professor level. Starting date for the appointment is July 1, 1991. Qualifications should include teaching competence in recent post-Confederation Canadian history, but applicants' primary specializations and reseach interests need not be in this area. Applicants should have a PhD, teaching experience, and publications. Applications, including curriculum vitae and the names of three referees, should be sent to: Professor J.L. Sanders, Chair, Department of History, Block University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until December 15, 1990. In accodance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer. Smoking at Brock University is strictly controlled,

## LAW

**McGILL UNIVERSITY. Faculty of Law.** 1. Assistant or associate professor dependent upon University authorization and subject to budgetary approval. 2. Graduate work, practice or equivalent experience beyond first degree in law is expected. Knowledge of French or German private law an asset. In accodance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. 3. Teaching and Research in areas of Private law, comparative law and transnational law (e.g. public international law, E.E.C. law, international commercial law, international business transactions, international environmental law). Graduate thesis supervision in the Institute of Comparative law. 4. Salary: Competitive, and accordding to experience and qualifications. 5. Applications to: Dean Yves-Marie Morissette, Faculty of Law, McGill University, 3644 Peel Street, Montreal, Quebec, H3A 1W9; (514) 398-6604. 6. Effective Date: August 1991. 7. Competition closes: 31 January, 1991.

**UNIVERSITY OF VICTORIA. The Faculty of Law,** University of Windsor has two fenure track positions at the assistant or associate professor level; one position to be filled on 1st July 1991, the other from 1st July 1991. The successful candidates will have a graduate degree in law or other relevant discipline, and in appropriate cases, practice or equivlenet experience beyond a Bachelor of Laws degree. In addition, teaching and demonstrated research experience would be an edvantage. Salary will be commensurate with qualitlcations and experience. The Faculty of Law has an innovative program of studies and pursues scholarly reserach interests in Access to Justice and Canada/United Stetes Legal Issues. The Faculty sponsors the following community projects: Community Legal Aid, Legel Assistance of Windsor, and the Prepaid Legal Services Progiem of Canada. The Faculty publishes the Windsor Yearbook of Access to Justice. The Faculty also has a joint LLB/JD program with the University of Detioit Law School and collaborates with Wayne State University Law School in running the Intellectuel Property Law Institute. In accodence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment and female candidates are especially encouraged to apply. Interested applicants should write to Dean Jeff Berryman, Faculty of Law, University of Windsor, Windsor, Ontario, N9B 3P4. Deadline for applications is Decembei 31, 1990, although applicants are encouraged to apply earlier.

## LAW & JUSTICE

**LAURENTIAN UNIVERSITY. The Department of Law and Justice,** Laurentian University, invites applications for an 18 month appointment, at the level of lecturer or assistant professor to teach courses in Canadian law at the undergraduate level. Starting date for the appointment will be January 1, 1991. Qualifications should include an LL.B. Post-graduate work in a relevant discipline is desirable. Ongoing interest in philosophy of law preferred. Applications, curriculum vitae and names of three referees should be addressed to Dr. C.N. Neil, Dean, Faculty of Social Sciences, Leuienlian University, Sudbury, Ontario P3E 2C6. In conformence with the requirements of Immigration Canada priority will be given to Canadian citizens and permanent residents. Position subject to budgetary approval.

## LIBRARY

**UNIVERSITE LAURENTIENNE. Bibliothèque, Chef des services publics (Prolongement de la période de sélection).** Le(la) titulaire, qui relèvera du Directeur de la bibliothèque, sera responsable des services aux usagers, y compris les services bilingues de référence, du prêt et du développement des collections. Il(elle) supervisera le travail de six bibliothécaires, de deux superviseurs et de dix-sept membres du personnel de soutien. Il(elle) participera également à la planification de programmes et activités de la bibliothèque, ce qui comprend l'automalisation et les relations avec les bibliothèques spécialisées et les autres bibliothèques de la région. Le(la) titulaire devra aussi participer aux services de référence et d'orientation et faire la sélection documentaire pour les sciences sociales. Exigences: diplôme en bibliothéconomie décernée par un établissement reconnu par la A.L.A. et au moins une année de perfectionnement dans les sciences ou en génie; expérience considérable dans un milieu universitaire ou dans une bibliothèque de recherche ainsi que des aptitudes reconnues pour l'organisation et la promotion des services aux usagers dans un milieu automatisé, maîtrise du français et de l'anglais parlés et écrits. Traitement (1990-1991): proportionnel aux compétences. Etant donné que les bibliothécaires (elles) remplissent des professeural, ils (elles) doivent faire des travaux d'érudition, y compris la recherche, la publication et la prestation de services. Bibliothécaire agrégé(e): 40 901 $ - 59 546 $; Bibliothécaire agrégé(e): 49 194 $ - 79 363 $. Le(la) titulaire recevra également un traitement administratif de 700 $. Ce poste, menant à la permanence, comporte une période probatoire minimum de trois ans. L'Université Laurentienne applique une politique d'équité dans l'emploi. Les femmes qualifiées sont particulièrement invitées à poser leur candidature. Veuillez faire parvenir le plus tôt possible votre demande, y compris un curriculum vitae à Joui et le nom de trois répondants à: K.R. Bonin, Directeur de la Bibliothèque, Université Laurentienne, Sudbury (Ontario) P3E 2C6.

## LINGUISTICS

**UNIVERSITY OF VICTORIA. The Department of Linguistics** at the University of Victoria invites applications for a tenure track position in the area of syntax at the Assistant Professor level, starting July 1, 1991. Applicants should have a Ph.D., publications in syntax, and ability to teach in more than one formal syntactic model. A research focus and a commitment to excellent graduate and undergraduate teaching are required. In accodance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program, and women are strongly encouraged to apply. Please send a letter of application, curriculum vitae, copies of representative publications, and three letters of recommendation, by January 15, 1991, to: Dr. Jonathan Kaye, Professor and Chair, Department of Linguistics, University of Victoiie, Victoiia, British Columbia, Canada V8W 3P4.

## LITERATURE & PHILOSOPHY

**ROYAL ROADS MILITARY COLLEGE. The Department of Literature and Philosophy** at Royel Roads Military College invites applications for a tenure-track position to commence 1 July 1991. PhD or equivalent in English or Comparative Literature is required. The successful candidate will be involved in teaching a variety of courses in 19th and 20th Century literature, including British, European, American and Canadien. A knowledge of literary theory/criticism, an interest in interdisciplinary work in history or philosophy and a competence in a language other than English would be an asset. Rank and salary commensuiate with experience and education. Applications, which should include curiculum vitae and the names and addresses of three referees, should be sent

to: Dr. J.S. Mothersill, Principal, Royal Roads Military College, FMO Victoria, B.C., V9S 1B0 (Tel: (604) 380-4517, Fax (604) 380-4513). Closing date for applications 31 January, 1991. Vous pouvez obtenir ces renseignements en français en communiquant avec le personne ci-dessus mentionnée. Royal Roads Military College is a co-educational university The Public Service of Canada is an equal opportunity employer.

## MANAGEMENT

**THE UNIVERSITY OF TORONTO, SCARBOROUGH CAMPUS,** invites applications for two tenure-stream positions, one in each of Finance and Marketing, at the Assistant or Associate Professor levels to commence 1 July 1991. A PhD is required with evidence of excellence in research and teaching. These appointments will include membership, and the opportunity to do graduate teaching in the University's Faculty of Management. Salary commensurate with qualifications and experience. Research and computer support offered. Applications with curriculum vitae, 3 letters of reference, and evidence of scholarly and teaching ability will be accepted until 31 December 1990, and should be sent to Professor Sandford Borins, Assistant Chair for Management, Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants of Canada. The University of Toronto encourages both women and men to apply for positions.

**THE UNIVERSITY OF CALGARY Faculty of Management** invites applications for tenure-track positions in Accounting, Finance, Operations Management, Management Information Systems, Marketing, Policy and Environment, Management of Organizations and Human Resources, New Venture Development, Tourism and International Business. PhD or ABD preferred. Rank and salary based on qualifications and experience. The Faculty of Management, an accredited member of AACSB, provides a stimulating teaching and research environment including case-based, excellent computer resources and e-management library. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications should be sent to: Associate Dean (Research and Development), Faculty of Management, The University of Calgary, 2500 University Drive, N.W., Calgary, Alberta T2N 1N4.

**THE UNIVERSITY OF CALGARY Faculty of Management** is seeking qualified individuals, preferably with a PhD or DBA, to fill tenure track positions in Accounting, Finance, Operations Management, Marketing, Management of Organizations and Human Resources, Management Information Systems, New Venture Development, Tourism, Policy and Environment and International Business. These posts are created as a result of an expansion of the AACSB accredited programs at the Bachelor of Commerce and Masters in Business Administration levels and at the PhD level. The University of Calgary provides a stimulating research and teaching environment. It is located in the city of Calgary, one of the country's major financial centres with exceptional recreational opportunities. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Interested individuals are asked to mail applications to: Associate Dean, (Research and Development), Faculty of Management, The University of Calgary, 2500 University Drive, N.W., Calgary, Alberta, Canada T2N 1N4.

## MATHEMATICS

**UNIVERSITY OF ALBERTA. Department of Mathematics.** Applications are invited for a tenure-track position in Numerical Analysis (File NA-I) at the Assistant Professor level beginning July 1, 1991. The possibility of an appointment at the Associate Professor level is not precluded. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Salary for Assistant Professors is currently $36,910-53,374; for Associate Professors currently $45,694-$67,658. Send vitae and arrange for three letters of reference to be sent to: Professor R. Bercov, Chairmen, Department of Mathematics, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Closing date for applications is January 15, 1991. Please quote file number when responding to this advertisement. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**UNIVERSITY OF ALBERTA. Department of Mathematics.** Applications are invited for a tenure-track position in Approximation Theory (File AP-1) at the Assistant Professor level, beginning July 1, 1991. The possibility of an appointment at the Associate Professor level is not precluded. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Salary for Assistant Professors is currently $36,910-53,374; for Associate Professors currently $45,694-$67,658. Send vitae and arrange for three letters of reference to be sent to: Professor R. Bercov, Chairmen, Department of Mathematics, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Closing date for applications is January 15, 1991. Please quote file number when responding to this advertisement. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**UNIVERSITY OF ALBERTA. Department of Mathematics.** Applications are invited for a tenure-track position in Approximation Theory (File AP-1) at the Assistant Professor level, beginning July 1, 1991. The possibility of an appointment at the Associate Professor level is not precluded. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Salary for Assistant Professors is currently $36,910-53,374; for Associate Professors currently $45,694-$67,658. Send vitae and arrange for three letters of reference to be sent to: Professor R. Bercov, Chairmen, Department of Mathematics, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Closing date for applications is January 15, 1991. Please quote file number when responding to this advertisement. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND, SIR WILFRED GRENFELL COLLEGE** invites applications for a tenure-track position in the Department of Mathematics to commence September 1, 1991 (subject to budgetary approval). There is a possibility that the position will commence January 1, 1991. Ph.D. or near completion preferred. Salary and rank are dependent on qualifications and experience. Curriculum vitae and names of three referees to: Professor E.J.F. Hodgett, Acting Principal, Sir Wilfred Grenfell College, University Drive, Corner Brook, Newfoundland, Canada A2H 6P9. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**UNIVERSITY OF WATERLOO. Faculty of Mathematics.** Applications are being accepted for a position at the rank of Lecturer (4-year appointment, renewable). Applicants should have an Undergraduate degree in Mathematics and two teaching experience. A Master's degree in Mathematics or Education or a willingness to pursue graduate studies in Mathematics would be an asset. Duties include Undergraduate teaching, student advising, participation in the Faculty's liaison program with secondary schools, preparation and supervision in the Mathematics Co-operative Program for prospective teachers, and an active role in the administration of the Canadian Mathematics Competition. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to Professor R.G. Dunkley, Associate Dean, Faculty Programs, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment: January 1, 1991. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**LUTHER COLLEGE, UNIVERSITY OF REGINA. Mathematics.** Applications are invited for a tenure track position in Mathematics at the Assistant Professor level starting July 1, 1990 (the position is subject to budgetary approval). Candidates should have a Ph.D. in Mathematics and demonstrated ability in teaching and research potential. Responsibilities include teaching at the undergraduate level, academic advising responsibilities, and research. Applicants should send a curriculum vitae including list of publications, a statement of citizenship, and three letters of reference to Dr. Arthur Krenitz, Academic Dean, Luther College, University of Regina, Regina, Sask. S4S 0A2. The deadline for applications is Dec. 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO. The Department of Combinatorics and Optimization** at the University of Waterloo invites applications for a tenure-track faculty position in the area of Combinatorial Optimization, at the rank of Associate or Full Professor. The candidate should have proven abilities in both research and teaching. Responsibilities include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. An appointment at the rank of Full Professor would be made with tenure. Interested individuals should send resumes and the names of three references to: Prof. I.P. Goulden, Chairman, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: July 1, 1991. Closing date for receipt of applications is December 31, 1990. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## MECHANICAL ENGINEERING ENGINEERING MANAGEMENT

**UNIVERSITY OF OTTAWA. Faculty Position in Department of Mechanical Engineering.** Applications are invited for a tenure-track position at the Assistant/Associate Professor level in the Department of Mechanical Engineering at the University of Ottawa. Teaching duties will be in the area(s) of knowledge of both English and French. Canadian citizens and permanent residents will be given first priority. However, other applicants are also encouraged to apply. Employment equity is a policy of the University of Ottawa. Women applicants are particularly encouraged to apply for this position. Please direct your letter of application, curriculum vitae and names of three referees to: Dr. D. Necsulescu, Chairperson, Department of Mechanical Engineering, University of Ottawa, 770 King Edward Avenue, Ottawa, Ontario K1N 6N5. Telephone: (613) 564-4292, FAX (613) 564-5879.

## MEDICAL REHABILITATION

**THE UNIVERSITY OF MANITOBA.** Applications are invited for a Program Developer in Communication Disorders, for a one year contingent appointment at the rank of Associate Professor beginning on July 1, 1991 and ending on June 30, 1992, in a proposed Division of Communication Disorders, School of Medical Rehabilitation, University of Manitoba. Continuation of appointment may be renewed depending on availability of funding. Responsibilities of the position include collaboration with the university, clinical community and governmental agencies in order to establish a professional educational program in speech-language pathology and audiology; exploration of the feasibility of establishing a university affiliated communication disorders clinic; search of external grant support; administrative including preparation of budget and assembling faculty and development of academic curriculum. The successful candidate must have an earned doctoral degree, preferably in speech-language pathology and/or audiology and be licensed (or eligible for licensure) in the Manitoba Speech and Hearing Act. Candidates must have a minimum of five years, at an academic rank, in a Communication Disorders Program at a university. Bilingualism is highly competitive. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents. Letter of application, curriculum vitae, academic transcripts and three letters of reference, should be submitted by February 1, 1991 or until the position is filled to: Dr. Franklin Stein, Director, School of Medical Rehabilitation, Faculty of Medicine, 258-770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3.

## MEDICINE

**DALHOUSIE UNIVERSITY. Faculty of Medicine, Nova Scotia Medical Research Fund Beatie Science Scholarship.** The Faculty of Medicine announces a competition for a tenure track appointment at the level of Assistant Professor to be made initially for three years through a Nova Scotia Medical Research Fund (NSMRF) Scholarship. This award will be made in one of the basic science (pre-clinical) departments including Community Health and Epidemiology; however, access appointment in a clinicel department will also be expected. The successful applicant must have a Ph.D., M.D. or equivalent with recent postdoctoral experience, and is expected to develop an independent interdisciplinary research program with external funding. Candidates should have or research areas (Cancer Cell Biology; Cardiovascular; Immunology & Infectious Diseases; Neuroscience) within the Faculty. Applications consist of a curriculum vitae, a summary of research interests and three letters of reference should be sent to: Dr. Howard Dickson, Associate Dean Research, Faculty of Medicine, 15th Floor, Tupper Medical Building, Dalhousie University, Halifax, Nova Scotia B3H 4H7. Closing date for receipt of applications is January 4, 1991. This appoinl tment will be made on or, after April 1st., 1991. This position will be filled in accordance with the Dalhousie University Affirmative Action Policy. In compliance with Canadian Immigration regulations, this advertisement is directed at this time only to Canadian citizens and landed immigrants.

**UNIVERSITY OF SASKATCHEWAN. Nephrologist:** Academic full time faculty position, division of Nephrology, Department of Medicine, University of Saskatchewan, Saskatoon. Applicants should have licensa to practice medicine in Canada and be eligible for specialist's Certification Canada. Responsibilities include patient care with involvemenat in transplantation, dialysis and generel clinicel nephrology, taeching and research. In accordance with Canadian immigration requirements, this advertisament is directed to Canadian citizens and permanent residents The University of Saskatchewan fe committed to the principles of employment equity. Forward cv with names of three referees to: Dr. R.M Bela, Chairman, Department of Medicine, University of Saskatchewan, Royal University Hospital, Saskatoon, Canada S7N 0X0.

**THE SIR MORTIMER B. DAVIS - JEWISH GENERAL HOSPITAL,** a 626 bed tertiary McGill University teaching hospitel, currently has the following positions available: Chief Endocrinology, Chief of Internal Medicine & Epidemiology, Medical Biochemist. Candidates must have a proven track record in research and prior experience in a teaching centre. Academic affiliation is available with McGill University. Please send curriculum vitae and names of 3 references to Elliot Alper, M.D., Chairman, Department of Medicine, McGill University, Physician-in-Chief, SMBD - Jewish General Hospital, 3755 Cote St Catherine Road, Montreal, Quebec, H3T 1E2.

**McGILL UNIVERSITY. Faculty of Medicine, Meakins-Christie Laboratories: Faculty Position, Molecular Biology / Immunology.** The Meakins-Christie Laboratories at McGill University in association with the Canadian Genetic Health Network of Centres of Excellence, invites applications for a tenure-track position as Assistant or Associate Professor in Medicine. Candidates must have a PhD and/or MD with post-doctoral experience in molecular biology/immunology. Applications should be addressed to: Dr. C.L. Hoase, Head, Department of Music, University of Saskatchewan, Saskatoon, SK, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity Closing date for applications: December 15, 1990. Date of eppointment: July 1, 1991.

## NATIVE STUDIES

**TRENT UNIVERSITY, Department of Native Studies.** Applications are invited for three positions, one sessional appointment of one to three years, subject to budgetary approval, one tenure track appointment at the assistant professor rank, and one tenure track appointment at e rank to be determined according to experience and qualifications Areas of specialization sought are: 1. Tradition, change and revitalization in Native culture Iroquofen or other Native language en asset. 2. Political process and development in Native societies; northern Native issues 3. A combination of: community-based research methods, Native social services, community development, economic development or program planning. Candidates should have teaching experience, knowledge of Native cultures and direct expenence with communities or alternatives. M.A. required, Ph.D. or equivalent in experience preferred. Applications, including curriculum vitae and names of three referees should be sent to Professor Marlene Castellano, Chair, Department of Native Studies, Trent University, Peterborough, Ontario, K9J 7B8. Closing date: January 10, 1991. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## NEUROBIOLOGY

**McMASTER UNIVERSITY. The Department of Biomedical Sciences** invites applications for tenure track positions (PhD or MD) to pursue research and teaching in the Neuroscience area. The designated research area for one of these positions is molecular neurobiology, but other neurobiological themes will be considered for the second position. Academic ranks would be commensurate with training and experience. Current research in the Department includes plasticity in the developing and aging nervous system, neurotransmitter and receptor chemistry, neurochemical and neuroanatomical basis of behaviour, physiology and pharmacology of smooth muscle and of the visual system. There are ample opportunities for interactions with investigators in the clinical departments and in the newly-established Institute for Molecular Biology and Biotechnology. Successful applicants will be expected to participate in graduate courses in their research specialty, and in the neuroscience component of undergraduate teaching within the Faculty of Health Sciences. A letter of application, together with a curriculum vitae and the names and addresses of 3 referees, should be sent, by December 31, 1990, to: Dr. A.J. McComas, Department of Biomedical Sciences, Room 4N83, McMaster University, 1200 Main Sireel West, Hamilton, Ontario, L8N 3Z5, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## NURSING

**UNIVERSITY OF SASKATCHEWAN. College of Nursing.** Applications are invited for Nursing Faculty to teach in the Basic and Post-diploma baccalaureate programs and in the Masters program. Subject to funding, positions may be available in a wide variety of clinical areas. Qualifications: A doctoral degree with Masters preparation in Nursing and recent clinicel experience preferred; or, Masters degree in Nursing with recent clinical experience required. Eligibility for registration with the Saskatchewan Registered Nurses' Association required Salary and rank commensurate with qualifications and professional

1991 Salary will be commensurate with experience and qualifications. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigretion requirements, this ad is directed to Canadian citizens and permanent residents. Applications, accompanied by e detailed curriculum vitae and the names of two individuals for references, should be directed by January 31, 1991 to: Dr. M.J. Hollenberg, Dean, Faculty of Medicine, Room 317, Instructional Resources Centre, University of British Columbia, 2194 Health Sciences Mall, Vancouver, BC, V6T 1W5.

## MUSIC

**UNIVERSITY OF SASKATCHEWAN. Assistant Professor Position Available 1991-92.** The Department of Music has an opening at the Assistant Professor level for a theory teacher with expertise in electronic and mathematical-computer applications. Candidate should be at or near the doctorate. Experience as a performer and/or composer is desirable. Publications and teaching experience preferred. Both undergraduate and graduate teaching expected This is a full-time tenure track position. The salary floor for Assistant Professor in 1990-91 is $34,380.00. This position is subject to budgetary confirmation. Applications (curriculum vitae and three letters of reference) should be addressed to: Dr. C.L. Hoase, Head, Department of Music, University of Saskatchewan, Saskatoon, SK, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of Saskatchewan is committed to the principles of employment equity Closing date for applications: December 15, 1990. Date of eppointment: July 1, 1991.

## NATIVE STUDIES

**TRENT UNIVERSITY, Department of Native Studies.** Applications are invited for three positions, one sessional appointment of one to three years, subject to budgetary approval, one tenure track appointment at the assistant professor rank, and one tenure track appointment at e rank to be determined according to experience and qualifications Areas of specialization sought are: 1. Tradition, change and revitalization in Native culture Iroquofen or other Native language en asset. 2. Political process and development in Native societies; northern Native issues 3. A combination of: community-based research methods, Native social services, community development, economic development or program planning. Candidates should have teaching experience, knowledge of Native cultures and direct expenence with communities or alternatives. M.A. required, Ph.D. or equivalent in experience preferred. Applications, including curriculum vitae and names of three referees should be sent to Professor Marlene Castellano, Chair, Department of Native Studies, Trent University, Peterborough, Ontario, K9J 7B8. Closing date: January 10, 1991. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## NEUROBIOLOGY

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## NURSING

**UNIVERSITY OF SASKATCHEWAN. College of Nursing.** Applications are invited for Nursing Faculty to teach in the Basic and Post-diploma baccalaureate programs and in the Masters program. Subject to funding, positions may be available in a wide variety of clinical areas. Qualifications: A doctoral degree with Masters preparation in Nursing and recent clinicel experience preferred; or, Masters degree in Nursing with recent clinical experience required. Eligibility for registration with the Saskatchewan Registered Nurses' Association required Salary and rank commensurate with qualifications and professional achievement. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity. Letters of application, resumes and names of referees to be sent to: Dean, College of Nursing, A102 Health Sciences Building, University of Saskatchewan, Saskatoon, SK, S7N 0W0; Phone: (306) 966-6223.

## NUTRITION & METABOLISM

**UNIVERSITY OF ALBERTA. The Nutrition and Metabolism Research Group** invites applications for positions for postdoctoral fellows. Applicants should have interest in lipid metabolism, fatty acid desaturation, or membranes. For one position experience with recombinant DNA techniques will be required. Salary will be commensurate with MRC rates and the applicants' experience. The incumbents will enjoy the rich environment offered by a multidisciplinary group and excellent facilities. Candidates should forward their curriculum vitae, outline of research interests and the names of three references to: Dr M.T. Clandinin, Nutrition & Metabolism Research Group, 533 Newton Research Building, University of Alberta, Edmonton, Alberta, T6G 2C2. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women

## OBSTETRICS & GYNAECOLOGY

**THE UNIVERSITY OF AUCKLAND, NEW ZEALAND, Senior Lecturership in Obstetric Medicine (Limited-Term Appointment), Department of Medicine and Obstetrics & Gynaecology, School of Medicine.** This vacancy, in the Departments of Medicine and Obstetrics & Gynaecology, is available for a period of 5 years. Candidates must hold a medical qualification registrable in New Zealand and should be eligible for Membership and additional skills in a special interest area in modern obstetrical medicine. Research facilities are available within the School of Medicine and relevant sections of the institutions controlled by the Auckland Area Health Board. The successful applicant will be required to undertake clinical duties of up to 5/10 in National Women's Hospital at Green Lane and the Department of Obstetrics and Gynaecology at Middlemore Hospital. The exact balance and nature of these duties will be subject to agreement at the time of appointment and according to changing clinical demands. Commencing salary will be established within the range $NZ25,000 - 30,000 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland Applications should be forwarded as soon as possible but not later than the closing date 30 November 1990. The University of Auckland - An Equal Employment Opportunity Employer.

**THE UNIVERSITY OF MANITOBA, Department of Obstetrics, Gynecology, and Reproductive Sciences. Research Associate in Andrology.** Education: Must have a Ph.D. in Reproductive Biology with a minimum of two years postdoctoral training in Andrology Skills: Molecular biology including human sperm DNA isolation, gene amplification by polymerase chain reaction, Southern blot hybridization and autoradiography. Must also have acquired practical skills in computerized date base management and statistics. A working knowledge of electron microscopy would also be helpful. The Position: The candidate will be working with Andrologists, Gynecologists and Molecular Biologists to detect specific gene sequences in reproductive cells as well as fetal trophoblast and infectious agents. He/she must also be able to manage and statistically analyse an extensive data base on PCs and main frame computers. Salary: $22,000 to $25,000 per annum, depending upon qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment. This advertisement is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae should be sent to: Dr. John A. McCosken, Head, Section of Reproductive Sciences, Department of Obstetrics and Gynecology, University of Manitoba, 59 Emily Street, Winnipeg, Manitoba, R3E 0W3. Closing date for receipt of applications is December 1, 1990.

**UNIVERSITE D'OTTAWA. Faculté de médecine. Chefs d'obstétrique et de gynécologie.** L'Université d'Ottawa accueille les candidatures à la direction de sa chaire d'obstétrique et de gynécologie. Les candidats et candidates doivent être admissibles à exercer la profession en Ontario et posséder l'agrément à titre de spécialiste du Collége royal des medecins et chirurgiens du Canada, tout en faisant preuve de réalisations at d'excellence en obstétrique et de gynécologie clinique et universitaire. Le poste comporta un rôle da direction dans les milieux universitaire, hospitalier et communautaire et la prétérence sera accordéa à une personne compétanle qui

s'est engagée dans la voie de l'excellence universitaire en enseignement et en recherche. Le département à la responsabilité de fournir un enseignement de qualité au niveau prédiplômé et postdoctoral dans les hôpitaux affiliés offrant une formation en obstétrique et gynécologie soit l'Hôpital Civic d'Ottawa et l'Hôpital Général d'Ottawa. La personne retenue assumera une double affectation à la direction de la chaire d'obstétrique et de gynécologie de l'Université et à la direction d'obstétrique et de gynécologie dans un des hôpitaux d'enseignement mentionnés. La personne est à la recherche d'une personne pour combler un poste à temps complet. Le traitement et les avantages sont fonction de la formation et de l'expérience, conformément à l'échelle en vigueur à l'Université d'Ottawa. En vertu des exigences canadiennes relatives à l'immigration, la priorité est accordée aux personnes de citoyenneté canadienne ou de résidence permanente au Canada. L'Université a une politique d'égalité en matière d'emploi. Prière d'envoyer les demandes, accompagnées d'un curriculum vitae et du nom de trois répondants, à l'adresse ci-dessous avant le 31 décembre 1990: John F. Seely, M.D., Doyen, Faculté de médecine, Université d'Ottawa, 451, chemin Smyth, Ottawa (Ontario) K1H 8M5.

**UNIVERSITY OF OTTAWA. Faculty of Medicine. Chair of Obstetrics & Gynecology.** The University of Ottawa invites applications for the position of Chairperson of the University Department of Obstetrics & Gynecology. Applicants must be eligible to practice in Ontario and hold certification of the Royal College of Physicians and Surgeons of Canada in Obstetrics & Gynecology. The University of Ottawa is seeking an individual with a track record of clinical and academic excellence, leadership skills and potential to develop a strong research program in Obstetrics & Gynecology. The Department is responsible for directing both undergraduate teaching and postgraduate programs in Obstetrics & Gynecology in the Ottawa Civic Hospital and Ottawa General Hospital. The successful candidate will hold a joint appointment as Chair of the University Department of Obstetrics & Gynecology and Head of one of the affiliated teaching hospitals. The faculty is seeking an individual who will hold a full time University appointment. Salary and fringe benefits are commensurate with qualifications and experience, and are in accordance with existing scales at the University of Ottawa. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements. Employment equity is University policy. A working knowledge of both English and French is desirable and a commitment to support bilingualism with the Faculty is essential. Applicants are requested to forward their curriculum vitae and the names of three referees prior to December 31, 1990 to: John F. Seely, M.D., Dean, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, K1H 8M5.

## OCCUPATIONAL THERAPY

**DALHOUSIE UNIVERSITY. School of Occupational Therapy.** Applications are invited for full time, tenure track positions in the School of Occupational Therapy, Faculty of Health Professions, Dalhousie University, commencing July 1, 1991. The School of Occupational Therapy offers an honours Bachelor of Science (Occupational Therapy) degree. A research master of science degree in Occupational therapy is under davetopment. Responsibilities include undergraduate teaching, research and scholarly work, and administrative duties. Future responsibilities will include graduate teaching. Preference will be given to occupational therapists who have a doctoral degree and at least two years of clinical experience. Previous academic experience would be an asset. Salary and rank will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Positions are subjects to budgetary approval. Dalhousie University has a policy of affirmative action hiring qualified women academic staff. Applications together with a curriculum vitae and the names of three referees should be submitted to: Barbara J. Doyle, M.Sc., Associate Professor and Director, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5, Telephone: 902-494-6804; Fax: 902-494-1966.

## ONCOLOGY

**LONDON REGIONAL CANCER CENTRE. Academic Medical Oncologist. Ontario, Canada.** Applications are invited for the position of Academic Medical Oncologist at University Hospital, which participates in the multidisciplinary programme of the London Regional Cancer Centre (LRCC), Ontario Cancer Treatment and Research Foundation (OCTRF). The successful applicant will hold an academic appointment at the University of Western Ontario. Applicants should have a broad experience in the management of solid tumours and hematological malignancies. A background in basic and/or clinical research would be an advantage. Applicants should have, or be eligible to sit, the fellowship in Internal Medicine (FRCP(C)) and have recognized training in Medical Oncology as set out by the Royal College of Physicians and Surgeons of Canada. The remuneration and conditions of service will be according to the guidelines of the OCTRF, based on experience. The OCTRF is an equal opportunity, affirmative action employer, but is directed by Canadian citizens and immigration authorities to state that "preference will be given to Canadian citizens and permanent residents of Canada". Applications with the names of three contemporary referees should be sent to: Dr. Vivien Bramwell, Head, Medical Oncology, The London Regional Cancer Centre, 790 Commissioners Road, East, London, Ontario, Canada, N6A 4L6. Closing date for applications is December 15th, 1990.

## OPHTHALMOLOGY

**THE UNIVERSITY OF BRITISH COLUMBIA. Assistant - Associate Professor.** The Department of Ophthalmology, University of British Columbia is seeking a full-time Director of Neuro-ophthalmology (tenure track). Salary commensurate with experience and qualifications. Post-graduate training in neuro-ophthalmology essential. Proposed start date July 1, 1991. Applications including the names of three referees should be submitted by March 31, 1991, to: Dr. J. Rootman, Head, Department of Ophthalmology, 2550 Willow St., Vancouver, B.C. V5Z 3N9, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

## PATHOLOGY

**THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Pathology** of the University of British Columbia seeks a Research Associate to a position in the area of research in Occupational Lung Disease. This position requires a PhD with a background in both biochemical analysis and morphometric analysis Expertise in lung morphology, lipid peroxidation, organ culture, and morphometry of lung at both light and microscopic levels is essential. Salary will be commensuate with qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. Deadline for submission of applications will be December 1, 1990 with a starting date of January 1, 1991. Reply with curriculum vitae and the names of two references to: Dr. Andrew Churg, Department of Pathology, University of British Columbia, 2211 Wesbrook Mall, Vancouver, B.C. Canada, V6T 2B5; (604) 228-7775.

**UNIVERSITE D'OTTAWA. Faculté de médecine. Chaire de pathologie.** L'Université d'Ottawa accueille les candidatures à la direction de sa chaire de pathologie. Les candidats et candidates doivent être admissibles à exercer la profession en Ontario et posséder l'agrément à titre de spécialiste du Collège royal des médecins et chirurgiens du Canada; tout en faisant preuve de réalisations et d'expérience en pathologie clinique et universitaire. Le poste comporte un rôle de direction dans les milieux universitaire, hospitalier et communautaire et la préférence sera accordée à une personne compétente qui s'est engagée dans la voie de l'excellence universitaire en enseignement et en recherche. Le département à la responsabilité de fournir un enseignement de qualité au niveau prédiplômé et postdoctoral dans les hôpitaux affiliés offrant une formation en pathologie soit l'Hôpital général d'Ottawa et l'Est de l'Ontario, l'Hôpital Civic d'Ottawa, l'Hôpital Général d'Ottawa et l'Hôpital Riverside. La personne retenue assumera une double affectation à la direction de la chaire de pathologie de l'Université et à la direction de pathologie dans un des hôpitaux d'enseignement mentionnés. La Faculté est à la recherche d'une personne pour combler un poste à temps complet. Le traitement et les avantages sont fonction de la formation et de l'expérience, conformément à l'échelle en vigueur à l'Université d'Ottawa. En vertu des exigences canadiennes relatives à l'immigration, la priorité est accordée aux personnes de citoyenneté canadienne ou de résidence permanente au Canada. L'Université a une politique d'égalité en matière d'emploi. Prière d'envoyer les demandes, accompagnées d'un curriculum vitae et du nom de trois répondants, à l'adresse ci-dessous avant le 30 novembre 1990: John F. Seely, M.D., Doyen, Faculté de médecine, Université d'Ottawa, 451, chemin Smyth, Ottawa (Ontario) K1H 8M5.

**UNIVERSITY OF OTTAWA. Faculty of Medicine. Chair of Pathology.** The University of Ottawa Faculty of Medicine invites applications for the position of Chair of Pathology. Applicants must be eligible to practice in Ontario and hold specialty certification of the Royal College of Physicians and Surgeons of Canada in pathology. The Faculty is seeking an individual with a track record of excellence in clinical and academic practice, leadership skills and potential to develop a strong research program in pathology. The Department is responsible for directing both undergraduate teaching and an approved post-graduate program in pathology in the following affiliated teaching hospitals: the Ottawa Civic Hospital, the Ottawa General Hospital, the Children's Hospital of Eastern Ontario and the Riverside Hospital. The successful applicant will hold a joint appointment as Chair of the Department and Head of one of the affiliated teaching hospitals. The Faculty is seeking an individual who will hold a full-time University appointment. Salary and fringe benefits will be commenseurate with qualifications and experience in accordance with existing scales at the University of Ottawa. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements. Employment equity is University policy. Applicants are requested to forward their curriculum vitae and names of three potential referees, in confidence, prior to November 30, 1990 to: John F. Seely, M.D., Dean, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario K1H 8M5.

**HAMILTON GENERAL HOSPITAL. Neuropathologist.** Applications are invited for an appropriately qualified and experienced Neuropathologist for the Hamilton General Hospital and the District of Hamilton which includes all the five teaching hospitals affiliated with the Faculty of Health Sciences, McMaster University. Applicants with a strong interest in research and possibly supported by a major granting agency will be considered for appointment, rank and salary will be appropriate to the candidate's seniority and track record in diagnostic neuropathology and research. The Hamilton General Hospital and McMaster University are equal opportunity employers. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants who are strong interest in research and possibly supported by a major granting agency will be considered for appointment, rank and salary will be appropriate to the candidate's seniority and track record in diagnostic neuropathology and research. The Hamilton General Hospital and McMaster University are equal opportunity employers. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada, with appropriate qualifications. Applications, including curriculum vitae and the names of three referees should be submitted to: Dr. M.J. McQueen, Chief, Department of Laboratory Medicine, Hamilton Civic Hospitals, Hamilton General Division, 237 Barton St. East, Hamilton, Ontario, L8L 2X2

## PHARMACEUTICAL SCIENCES

**THE UNIVERSITY OF BRITISH COLUMBIA. Faculty Position - Clinical Pharmacy.** This is a tenure track position with a joint appointment as Assistant Professor of Clinical Pharmacy, Faculty of Pharmaceutical Sciences, The University of British Columbia, and Pediatric Clinical Pharmacist, Children's Hospital, Vancouver, B.C. Applicants must possess a Pharm.D. or equivalent and preferably have completed a Residency or Fellowship in Clinical Pharmacy with one to two years University teaching experience. An exceptional benefit package is available. The responsibilities will include 40% clinical responsibility each to the Faculty for research, undergraduate and graduate teaching; and to the Hospital for clinical service, research and teaching activities. Ambulatory care pediatric facility. This is an ideal opportunity to maintain a clinical practice while establishing a strong academic career. Start date: 1 July 1991 (or an initial tenure track appointment to 30 June 1992 renewable bi-annually until tenure). Salary negotiable and subject to final budgetary approval. Deadline for applications: 1 December 1990 or until position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a letter of application and curriculum vitae to: Dean John H. McNeill, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall, Vancouver, B.C., V6T 1W5; Phone No: (604) 226-2343; FAX No.: (604) 228-2299. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

## PHARMACY

**UNIVERSITY OF TORONTO. Faculty of Pharmacy. Drug Delivery/Biopolymers/Materials.** Applications are invited for two Assistant Professor tenure-stream positions from individuals with backgrounds in pharmaceutics, pharmaceutical chemistry, chemistry and chemical engineering. The successful candidates will be expected to establish an independent research program which is complementary to existing programs in novel polymeric drug delivery systems, diffusion and mass transfer in hydrogels, and the physical behavior of biopolymers and mechanics of pharmaceutical materials. Participation in the supervision of graduate students and in the teaching of graduate courses is required. The candidate will also be expected to teach pharmaceutics at the undergraduate level. Within the University of Toronto, multidisciplinary collaboration is strongly encouraged and is supported at the graduate level by cross-appointments, joint courses, and multidisciplinary seminars. Financial support is available from faculty and university sources. The successful candidates should have a Ph.D. and must have relevant research experience. Interested persons should submit a current curriculum vitae, a short outline of future research interests and applications for the position to: Dean D.G. Perrier, Faculty of Pharmacy, University of Toronto, 19 Russell Street, Toronto, Ontario, M5S 2S2, Canada. Applications will be considered beginning December 1, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. In accordance with the employment equity policy of the University of Toronto, applications are invited from all qualified women and men.

## PHILOSOPHY

**McMASTER UNIVERSITY. The Department of Philosophy** of McMaster University invites applications for a tenure-track appointment at the rank of Assistant Professor. Applicants must have a Ph.D. by the time of appointment, and demonstrated skills in research and teaching. Areas of specialization and competence are open, but preference will be given to specialists in biomedical ethics. Duties will consist of teaching two courses one term, three the other. One course is normally a graduate seminar. Salary is dependent upon qualifications and experience; the minimum salary for Assistant Professor in 1990/91 is $34,888 per annum. Applications, including curriculum vitae, a sample of written work or work in print, and at least three current letters of reference should be addressed to: Dr. D.L. Hitchcock, Chair, Department of Philosophy, University Hall 209, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1. The appointment, subject to final budgetary approval, will be effective July 1, 1991. Applications will be accepted until November 30, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

**McGILL UNIVERSITY, Department of Philosophy** two positions subject to budgetary approval: one junior and one senior (Associate or Full). Ph.D. required. 4 courses/year; starting 1 Sept., 1991. Areas of specialization: moral philosophy or philosophy of science. The ideal candidate for the position in moral philosophy will be willing to teach bioethics. The ideal candidate for the senior position would be willing to undertake significant administrative duties within the Department of Philosophy. The successful candidate for either position will demonstrate excellence in both instruction and research. The Department is committed to employment equity and qualified women and men are invited to apply. Address applications with supporting documents to Appointments Committee (Moral Philosophy) or Appointments Committee (Philosophy of Science), Department of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7. The closing date for receipt of applications is January 2, 1991. Due to Canadian immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents in the first instance.

**THE UNIVERSITY OF WESTERN ONTARIO. Department of Philosophy.** Probationary appointment at the rank of Assistant Professor. Five year term (tenure track). Ph.D. in Philosophy. Teaching experience and evidence of active research (publications preferred). Areas of specialization: Early Modern Philosophy or Ethics. Appointment effective July 1, 1991 or September 1991. Applications with curriculum vitae, samples of writing and at least three letters of reference should be sent to: R.E. Butts, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada, N6A 3K7, before January 15, 1991. Position is subject to budgetary approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer.

**THE UNIVERSITY OF WESTERN ONTARIO. Department of Philosophy.** Tenured Associate or Full Professor. Record of excellence in published research and publication. Excellence in teaching undergraduate and graduate courses and in supervising graduate dissertations. Area of specialization: Philosophy of Philosophy of Science, with special interest in philosophy of physics, probable inference and confirmation theory, or cognitive science. Appointment effective July 1, 1991 or when position filled. Salary negotiable. Applications with curriculum vitae, samples of writing and at least three letters of reference should be sent to: R.E. Butts, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Position is subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer.

## PHYSICAL EDUCATION

**YORK UNIVERSITY, Faculty of Arts, Department of Physical Education, Recreation and Athletics.** Applications are invited for a tenure-track appointment at entry level as Lecturer. A Ph.D. is required with a background in Health Psychology relating to the promotion of health and prevention of illness. An interest in the psychology of sport/exercise would be an advantage. Duties include graduate and undergraduate teaching, supervision of graduate students in the MA Programme in Kinesiology and Health Science, and the development of a programme of productive research. A strong publication record commensurate with the level of experience is expected, together with the ability to attract external funding. The possibility exists of a cross-appointment to the Graduate Programme in Psychology for a suitably qualified candidate. Enquiries and/or applications in form of a letter of interest with curriculum vitae should be directed to Dr. Barry Fowler, Director, Graduate Programme in Exercise and Sports Science, 368 Ross Complex, York University, North York, Ontario, Canada M3J 1P3 (416-736-5728). Deadline for applications is January 31, 1991. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

**UNIVERSITY OF SASKATCHEWAN. College of Physical Education.** Assistant Professor (3). Three (3) tenure track positions for persons with doctorate or near completion. Appointment would be effective July 1, 1991. Salary Scale is $34,380 to $45,118 for 1990-91. The College of Physical Education has a faculty complement of 21 and offers a four-year Bachelor of Science degree in Physical Education to 350 undergraduate students. The academic program is structured to provide a sound liberal arts background, with an area of academic specialization, and a comprehensive professional education. The College offers a program in Graduate Studies leading to a M.Sc. degree and has a close Ph.D. Successful candidates will be expected to teach at the undergraduate and graduate levels, advise graduate students, and maintain an active research and scholarship program. The College is seeking applicants in Sport and Leisure Administration, Physical Education Instructional Methodology, and any other fields of specialization which contribute to the broader scope of the College's needs as well as complement existing areas of specialization. Applicants should include in their submission a brief statement defining research interests and teaching capabilities. This statement, along with their curriculum vitae and the names of three academic referees should be sent to: Dr. Ken Hall, Director, College of Physical Education, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The closing date for receipt of applications is December 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Employment equity is University policy.

## PHYSICS

**UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo.** The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, high-temperature superconductivity, particle physics and relativity, astrophysics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a period of 1 year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should submit a resume and names of 3 references to Professor A.D.S. Nagi, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## PHYSIOLOGY

**UNIVERSITY OF ALBERTA. Research Associate.** Research study of the role of biogenic amines on locust flight behavior. PhD in Neurobiology with at least 3 years of post-doctoral experience in pharmacology of amines, intracellular recording in insect nervous systems and behavioral analysis. Available immediately for a minimum of 3 years, subject to continued availability of funds. Salary range $20,000 to $26,000. CV and names of 3 referees to Dr. K.G. Pearson, Department of Physiology, University of Alberta, Edmonton T6G 2H7, Canada. Closing date 30 November 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Physiology,** University of British Columbia, invites applications for the position of Instructor or Assistant Professor. A non-tenure track appointment will be for a one year term from January 1, 1991 with a possibility of renewal for a further year. Salary will be commensurate with qualifications and experience. Applicants should hold a Ph.D. or M.D. degree and should have completed a period of post-doctoral research training. The successful applicant will be expected to teach undergraduate science students and medical students in the areas of renal and/or respiratory physiology. The Department will be willing to sponsor the successful applicant for a research scholarship from one of the grant-giving agencies. Funding for this position is subject to final budgetary approval. Applications including a curriculum vitae and list of publications should be addressed to Dr. J.R. Ledsome, Head, Department of Physiology, University of British Columbia, 2146 Health Sciences Mall, Vancouver, B.C. V6T 1W5 and be submitted before November 30, 1990. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## POLITICAL SCIENCE

**CARLETON UNIVERSITY. Department of Political Science.** Subject to budgetary approval, the Department of Political Science invites applications for a tenure-track position in Canadian politics. The Department would be interested in teaching capacity in such areas as: federalism, the constitution, political thought, Quebec and provincial politics, local government, political parties. This appointment is to begin in the 1991-92 academic year, and may be made at any rank. Applicants should have a completed Ph.D. and evidence of effective teaching and scholarly research. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Applications, including a curriculum vitae and names of at least three referees, should be made by December 31, 1990 to: Professor A.H. Pammett, Chair, Department of Political Science, Carleton University, Ottawa, Ontario, K1S 5B6.

**YORK UNIVERSITY. Faculty of Arts. Department of Political Science.** Applications are invited for a tenure-track position in the field of Soviet Politics. Rank: Assistant Professor. The position may involve graduate teaching and supervision, as well as undergraduate teaching and research appointment to commence July 1, 1991. Requirements: Ph.D. or equivalent; capacity to teach undergraduate courses in Soviet Government and Politics and Soviet Foreign Policy, and capacity to teach and supervise in Soviet Politics at graduate level. The successful candidate's research specialization may be in Soviet domestic politics or foreign policy. Salary: Commensuate with qualifications. To apply, forward curriculum vitae to: Professor L. Panitch, Chair, Department of Political Science, York University, North York, Ontario, M3J 1P3. Please arrange to have letters of reference sent directly to the Chair. Deadline for applications: December 1, 1990. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**YORK UNIVERSITY. Faculty of Arts. Department of Political Science.** Applications are invited for a tenure-track position in the field of International Political Economy. Rank: Assistant Professor. Appointment to commence July 1, 1991. Requirements: Ph.D. or equivalent; capacity to undergraduate teaching and research in International Political Economy, and capacity to teach and supervise at graduate level. Salary: Commensuate with qualifications. To apply, forward curriculum vitae to: Professor L. Panitch, Chair, Department of Political Science, York University, North York, Ontario M3J 1P3. Please arrange to have letters of reference sent directly to the Chair. Deadline for applications: December 1, 1990. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF TORONTO. The Department of Political Science** at the University of Toronto invites applications for a tenure track position in the area of Comparative Politics, Industrialized Nations. Effective July, 1991. Ph.D. is required. The rank is open. Salary and rank commensurate with qualifications. Closing date for applications: 30 November, 1990. Applications should include a CV and the names of 3 referees should be sent to R.O. Matthews, Acting Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 1A1. The University of Toronto encourages both men and women to apply for this position. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Salary is negotiable.

**McGILL UNIVERSITY, Department of Political Science.** McGill University invites applications for a limited term contract to teach Canadian politics for two years in Comparative Politics, Western Europe. This appointment is at the Assistant Professor level. A Ph.D. degree is required for this appointment, which is for two semesters. The starting date will be either January 1, 1991 or September 1, 1991. The minimum employment period will be one semester. The maximum period will be through May 1993. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is November 30, 1990. Applications, including a curriculum vitae, university transcripts, three letters of reference, and any other relevant material should be sent to: Professor Jerome Black, Chair, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

## POLITICAL STUDIES

**UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Political Studies.** 1. Position: 10 month appointment for the academic year 1991-92 at the rank of Lecturer or Assitant Professor. 2. Qualifications Required: Ph.D. completed or near completion; teaching experience at undergraduate level; evidence of scholarly activity or potential. 3. Nature of Duties: To teach undergraduate courses in some combination of empirical methodology, Canadian politics, public administration, public policy. 4. Salary dependent on qualifications and experience. 5. Send covering letter, curriculum vitae, and names of three referees to: Dr. John Crossley, Chair, Department of Political Studies, University of Prince Edward Island, 550 University Avenue, Charlottetown, P.E.I. C1A 4P3. 6. Effective Date of Appointment: 1 July or 1 August 1991. 7. Closing date for receipt of Applications: Until position is filled. In accordance with Canadian Immigration

requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

## PSYCHIATRY

**THE UNIVERSITY OF BRITISH COLUMBIA. Head, Department of Psychiatry.** The Faculty of Medicine, University of British Columbia invites applications and nominations for the position of Head of the Department of Psychiatry. We seek an academic leader who will vigorously direct and develop the teaching and research programs of the Department which functions in seven teaching hospitals. The Department has 29 Full-time and 152 Clinical/Part-time Faculty members and currently attracts external research support of over $2.5 million annually. Candidates should hold specialty qualifications in psychiatry and have a proven record of scholarly excellence, broad clinical experience and a commitment to undergraduate and graduate medical education. Starting date will be July 1, 1991. Salary will be commensurate with experience and qualifications. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals in accordance with Canadian immigration requirements. This ad is directed to Canadian citizens and permanent residents. Applications, accompanied by a detailed curriculum vitae and the names of three references, should be directed by December 31, 1990 to: Dr. M.J. Rosenberg, Dean, Faculty of Medicine, Room 317, Institutional Resources Centre, University of British Columbia, 2194 Health Sciences Mall, Vancouver, BC V6T 1W5.

## PSYCHOLOGY

**THE UNIVERSITY OF CALGARY Department of Educational Psychology** invites applications for an Assistant Professor (Clinical Psychologist) for a two-year limited term appointment effective July 1, 1991. The successful applicant will teach in the graduate program in Clinical School and Community Psychology, supervise graduate students, and will be expected to have a commitment to research. Preference will be given to graduates from a CPA/APA accredited program. Administrative experience or potential an asset. Salary is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and invites applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Application, with a curriculum vitae and the names of three referees, should be sent by November 30, 1990 to: Dr. L.H. Sandals, Head, Department of Educational Psychology, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.

**QUEEN'S UNIVERSITY. Department of Psychology** one or two full-time tenure track positions at the Assistant Professor level are available starting 1 July 1991 in the following areas: 1) Clinical neuropsychology, behavioral medicine/health psychology, or 2) Cognitive psychology. Candidates are expected to teach undergraduate and graduate courses, to supervise the research of undergraduate and graduate students and to maintain an active research programme. Decisions will be made on the basis of demonstrated research competence (as indicated by publication record), interactions with colleagues, and teaching ability. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications from women, visible minorities and aboriginal peoples are especially invited. Queen's University is willing to help the spouses of new appointees to seek suitable employment. Applications, curriculum vitae, reprints of recent publications and letters from three referees should be sent to Dr. R. Kalin, Head, Department of Psychology, Queen's University, Kingston, Ont. K7L 3N6.

**CARLETON UNIVERSITY.** Subject to budgetary considerations, the Department of Psychology of Carleton University wishes to make a tenure-track appointment in cognitive psychology at the rank of Assistant Professor, commencing July 1, 1991. Applicants with a strong program of research should send their curriculum vitae to Dr. Bill Jones, Chair, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6. Candidates should also arrange to have referees forward supporting letters to the same address. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**CARLETON UNIVERSITY.** Subject to budgetary approval, the Department of Psychology of Carleton University wishes to make a tenure-track appointment in the area of Applied Developmental Psychology. We are seeking an established scholar who will be a major contributor to a newly instituted Ph.D. program in Applied Developmental and Applied Social Psychology. Applications from all areas of research specialization within Applied Developmental Psychology and Clinical Child Psychology are encouraged. The successful applicant will have a history of scholarly excellence, an active program of applied research, and a commitment to training graduate students for work in a variety of academic and non-academic settings. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. Candidates should send a vitae and arrange for at least three letters of reference to be sent to: Dr. Michael E. Matthews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date for applications and supporting material is January 31, 1991. This appointment is subject to final budgetary approval.

**UNIVERSITY OF GUELPH, Department of Psychology.** Applications are invited for an Assistant Professor, tenure-track position in the area of Applied Developmental Psychology. We are seeking a person who will be a major contributor to a newly instituted Ph.D. program in Applied Developmental and Applied Social Psychology. The ability to teach graduate-level courses in Assessment of Children, Intervention with Children and Families, Learning Disabilities, or Social Policies for Children and Families would be an asset. The successful applicant will have an active program of research and a commitment to training graduate students for work in a variety of academic and non-academic settings. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should send a vitae and arrange for at least three letters of reference to be sent to: Dr. Michael E. Matthews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date for applications and supporting material is January 31, 1991. This appointment is subject to final budgetary approval.

**UNIVERSITY OF TORONTO (Scarborough Campus):** One-year Visiting Professor position in Psychology for the academic year 1991-92. Ph.D. required. Active research program expected. Courses to be taught could include a cognitive or advanced-level developmental psychology course. Salary dependent on rank. Closing date for applications is February 15, 1991. Letter of application, curriculum vitae and 3 letters of reference should be sent to Dr. John M. Kennedy, Division of Life Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. The University of Toronto has an employment equity policy and encourages both women and men to apply for positions.

**ST. THOMAS UNIVERSITY.** The Department of Psychology at St. Thomas University invites applications for a probationary (tenure-track) position at the rank of Assistant Professor, effective July 1, 1991. St. Thomas is an independent, degree-granting university with accredited undergraduate programmes in Arts, Education and Social Work. The campus of St. Thomas University is situated adjacent to the University of New Brunswick campus and our faculty and students have full access to library, computer, recreational and other facilities of that institution. The successful candidate will be expected to teach a standard teaching load of three full courses or equivalent including courses in sensation and perception, introduction to psychology, and another course or courses according to the needs of the department. Honours thesis supervision is also required. A Ph.D degree is expected but applicants with a Ph.D near completion may be considered for appointment at the rank of Lecturer. Applicants are asked to submit a curriculum vitae and samples of scholarly work, and to arrange to have three letters of recommendation sent directly to Dr. Gary Hughes, Chairperson, Department of Psychology, St. Thomas University, P.O. Box 4569, Fredericton, New Brunswick, E3B 5G3. Closing date: January 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

**ST. THOMAS UNIVERSITY.** The Department of Psychology at St. Thomas University invites applications for two limited term positions at the rank of Assistant Professor, effective July 1, 1991. St. Thomas is an independent, degree-granting university with accredited undergraduate programmes in Arts, Education and Social Work. The campus of St. Thomas University is situated adjacent to the University of New Brunswick campus and our faculty and students have full access to library, computer, recreational and other facilities of that institution. The successful candidates will be expected to teach a standard teaching load of three full courses or equivalent including one or more courses in social psychology, experimental design, industrial, organizational psychology, personality, introduction to psychology, and/or other courses according to the needs of the department. Honours thesis supervision is also required. A Ph.D. degree is expected but applicants with a Ph.D. near completion may be considered for appointment at the rank of Lecturer. Applicants are asked to submit a curriculum vitae and samples of scholarly work, and to arrange to have three letters of recommendation sent directly to Dr. Gary Hughes, Chairperson, Department of Psychology, St. Thomas University, P.O. Box 4569, Fredericton, New Brunswick, E3B 5G3. Closing date: January 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

**LAKEHEAD UNIVERSITY. The Department of Psychology** of Lakehead University invites applications for a probationary (tenure track) position in Sensation and Perception commencing July 1, 1991. Rank open. Applicants must have a Ph.D. and evidence of research productivity. Duties include teaching one full graduate and one full undergraduate course, thesis supervision and the establishment of an active research program. Applicants should submit a curriculum vitae and the names of three referees to: Dr. A.M. Wein, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University has an employment equity policy and qualified women are encouraged to apply.

**UNIVERSITY OF TORONTO. The Psychology Department** at the University of Toronto invites applications for a full-time continuing appointment to the position of Coordinator of Introductory Psychology, beginning July 1991. We expect the successful applicant to have a Ph.D. in psychology, demonstrable teaching skills, the ability to administer a large course and its support staff, and a commitment to the teaching of psychology at the introductory level. The position is at the rank of Tutor/Senior Tutor with salary between $29,300 - $50,000 commensurate with qualifications and experience. The rank of Senior Tutor includes the offer of a five-year renewable contract. Deadline for applications is November 30, 1990. Enquiries and applications should be made to Professor A.M. Wall, Chair, Department of Psychology, University of Toronto, Toronto, Ontario, M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply.

**UNIVERSITY OF TORONTO.** A tenure-track position in clinical research and/or abnormal psychology at the Assistant Professor level, beginning July 1st, 1991. The position is in the Department of Psychology at the Scarborough Campus of the University. Candidates should have a Ph.D and publications. Salary dependent on experience. Closing date for applications is November 30, 1990. Send c.v., at least three letters of reference, including comments on teaching ability and publications, should be sent to Professor Marilyn C. Smith, Search Committee, Life Sciences Division, University of Toronto, Scarborough Campus, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. The University of Toronto has an employment equity policy and encourages both women and men to apply for positions.

**TRENT UNIVERSITY. The Department of Psychology** at Trent University invites applications for a tenure track position at the Assistant Professor level. Applicants must have an active research program in one or more areas of child, educational, exceptional development, life-span, personality or social psychology. Applicants should have a completed Ph.D. or be near completion. Preference will be given to candidates who also have expertise in research methodology and multivariate statistics. Equal emphasis will be placed upon teaching ability and research potential and achievement. Send curriculum vitae and three letters of reference to: Dr. R.G. Selterington, Ph.D., Chair, Department of Psychology, Trent University, Peterborough, Ontario, K9J 7B8. Applications will be accepted until January 15, 1991. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO. The Department of Psychology** at the University of Waterloo anticipates openings in Social Psychology, Cognitive Psychology and Biopsychology. The preference is for appointments at the level of assistant professor, but applications at the associate level may be considered. A Ph.D. in Psychology is required. Responsibilities include teaching both graduate and undergraduate levels, development of a sustained research program, supervision of student research, and collegial participation in departmental activities. Applicants should submit a cover letter, vitae and samples of scholarly work, and should arrange for at least three letters of recommendation sent directly to Dr. T. Gary Waller, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Consideration of applicants will begin November 15, 1990. Appointments are subject to budgetary approval. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF VICTORIA. The Department of Psychology** at the University of Victoria invites applications for three tenure track positions at the Assistant Professor level to begin July 1, 1991. The ranks of these positions are open; we are authorized to fill one of them at the Associate or Full Professor level and two of the Assistant Professor level. We therefore encourage applications from individuals at any rank for these positions. Applications are solicited from individuals with expertise in any one of the following areas: Cognitive Science, Quantitative Methods and Social Psychology. Duties include teaching at the graduate and undergraduate levels, supervision of graduate students, and maintenance of an active program of research. Applicants should normally have a Ph.D degree in psychology. Decisions will be made on the basis of demonstrated research competence (as indicated by publication record), teaching ability, and interactions with colleagues. Within the three areas specified above, the quality of the candidate is more important than the specific area of research interest. Salary is competitive based on a full-time (12 months) appointment, plus UVic benefits. To apply send letter of application, brief statement of research plans, curriculum vitae, three letters of recommendation, and reprints or preprints to Search Committee, Department of Psychology, University of Victoria, P.O. Box 3050, Victoria, B.C., Canada, V8W 3P5. Deadline for applications is December 14, 1990. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply.

**UNIVERSITY OF VICTORIA. The Department of Psychology** at the University of Victoria invites applications for a tenure track appointment in the area of Clinical Psychology at the Assistant Professor level to begin July 1, 1991. Salary is competitive based on a full-time (12 months) appointment, plus UVic benefits. Duties include teaching at the graduate and undergraduate levels, supervision of graduate students including clinical supervision, and maintenance of an active program of research. Applicants should normally have a Ph.D. degree in psychology with clinical internship from an APA/CPA approved clinical program. Decisions will be made on the basis of demonstrated research competence (as indicated by publication record), teaching ability, clinical experience, and interactions with colleagues. The quality of the candidate is more important than the specific area of research interest within clinical psychology. To apply send letter of application, brief statement of research plans, curriculum vitae, three letters of recommendation, and reprints or preprints to Clinical Search Committee, Department of Psychology, University of Victoria, P.O. Box 3050, Victoria, B.C., Canada, V8W 3P5. Deadline for applications is December 14, 1990. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply.

**UNIVERSITY OF ALBERTA. Cognitive or Developmental Psychologist.** The Department of Psychology, University of Alberta, invites applications for a tenure track position at the level of beginning Assistant Professor, Salary Range: $36,910 - $53,374. Candidates with research expertise in either Cognitive Psychology or Developmental Psychology will be considered. The position in Cognitive is open with respect to area of specialization. The position in Developmental is also open with respect to area, but there is some preference for individuals with interests in language development, conceptual development, mathematical cognition, reading, scientific reasoning, spelling, or writing. Current Developmental faculty conduct research on emergent literacy, reading, and arithmetic skill. Decisions will be made on the basis of demonstrated research excellence, interactions with colleagues, and teaching ability. Applications should include a curriculum vitae, three letters of recommendation, and reprints or recent publications and be sent, as appropriate, to Cognitive Search Chair, Dr. Paler Dixon, or Developmental Search Chair, Dr. Jeffrey Bisanz, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. To receive full consideration all materials must be received by Dec. 15, 1990 in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment

**UNIVERSITY OF ALBERTA. Social Psychologist.** The Department of Psychology, University of Alberta, invites applications for a tenurable position in the area of Social Psychology at the Assistant Professor level. The basic salary is currently $34,970. Decisions will be made on the basis of demonstrated research competence (as indicated by publication record), teaching ability, leagues, and teaching ability. Area of research specialization is open. Undergraduate teaching duties will include introductory psychology and social psychology. Current staff members have active research programmes in social cognition, social gerontology, and social motivation. Applications should include curriculum vitae, three letters of recommendation, and reprints or recent publications and be sent to Dr. Curt Hoffman, Chair, Social Search Committee, Department of Psychology, University of Alberta, Edmonton, Alberta, T6G 2E9, Canada. Review of applications will begin on December 1, 1990, and will continue until the position is filled. To receive full consideration, therefore, all materials should be received by the above date. The University of Alberta is committed to the principle of equity in employment

**THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology** invites applications for the appointment at the Assistant Professor level. Developmental Psychology Preference will be given to individuals with interests in some aspect of cognitive development although applications from other subfields will be considered. The initial appointment will be for a three-year limited term, with the possibility of subsequent conversion to probationary tenure-track status. Starting date is July 1, 1991. A letter of application including a curriculum vitae, copies of recent publications, and three letters of recommendation should be sent to Dr. G. Moran, Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada, N6A 5C2. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women scholars are especially invited. The University of Western Ontario is an equal opportunity employer.

## PSYCHOLOGY / NEUROSCIENCE

**UNIVERSITY OF TORONTO (Scarborough Campus):** Applications are invited for a one-year visiting term appointment in Neuroscience at the Assistant Professor level. The appointment would be for a two-year period beginning July 1, 1991. Candidate will be expected to teach three one semester courses, (for example Introductory Psychology, Current Topics in Physiological Psychology and Physiological Psychology Lab) and to pursue a program of independent research. Closing date for applications is February 7, 1991. Letter of application, curriculum vitae and three letters of reference should be sent to Dr. Bill Milgram, Division of Life Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants (permanent residents) of Canada. The University of Toronto has an employment equity policy and encourages both women and men to apply for positions.

## RECREATION & LEISURE STUDIES

**UNIVERSITY OF WATERLOO. Recreation and Leisure Studies.** Applications are being invited for a tenure track faculty position at the Assistant or Associate Professor rank. Candidates must have a Ph.D. in Recreation and Leisure Studies or a related field with a specialization in one or more of the following areas or marketing of leisure services, leisure behavior, or tourism. Applicants also should have demonstrated achievement in research, teaching at all levels, and contributing to the development of a Ph.D. program. Salary commensurate with qualifications and experience. $36,981 minimum. Salary for Assistant Professor is $36,388, for Associate Professor $47,305. Send a curriculum vitae and three letters of reference directly from the referees to Dr. R.C. Mannell, Chair, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: July 1, 1991 Closing date for receipt of applications is January 15, 1991 The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## RELATIONS INDUSTRIELLES

**UNIVERSITE LAVAL. Faculté des sciences sociales. Professeur(e)s en relations industrielles.** Le Département des relations industrielles est à la recherche de professeur(e)s pour fournir des enseignements aux premier, deuxième et troisième cycles, taire de la recherche et diriger des thèses de maîtrise et de doctorat dans les domaines suivants: gestion des ressources humaines, relations du travail; analyse des marchés du travail et politique de main-d'oeuvre; santé et sécurité au travail; sociologie du travail et sociologie des organisations. Les professeur(e)s devront aussi participer aux autres activités académiques et administratives du Département. Qualifications: Les candidat(e)s détiennent un doctorat ou l'équivalent en relations industrielles ou dans l'une des disciplines connexes. Les candidatures de personnes déjà engagées dans des études doctorales seront considérées. L'Université applique un programme d'accès à l'égalité qui consacre la mollié des postes vacants à l'engagement de femmes. Date d'entrée en fonction: 1er juin 1991. Traitement: Selon l'échelle salariale collective. Faites parvenir votre curriculum vitae avant le 30 novembre 1990 au directeur du Département Gilles Lallamme, Département des relations industrielles, Faculté des sciences sociales, Pavillon J.-A.-De Sève, Université Laval, Québec G1K 7P4

## RELIGIOUS STUDIES

**UNIVERSITY DF TDRDNTD. The Department of Religious Studies** invites applications for a tenure-stream position in Psychology of Religion at the rank of assistant professor. Applicants should possess the Ph.D. Publications, teaching experience and academic background in the specific field are desirable. Duties will include teaching the introductory course in the field as well as advanced undergraduate courses. Candidates should have the potential for membership on the graduate faculty. The salary floor for 1990-1991 is $35,000. Applications together with three letters of reference should be sent to Professor J. McWilliam, Department of Religious Studies, 40 Sussex Ave., Toronto, Ontario M5S 1A1 by December 15, 1990. The University of Toronto encourages both women and men to apply for positions. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF ST. JERDME'S CDLLEGE. Department of Religious Studies.** Applications are invited for a tenure track position in Religious Studies at the level of Assistant Professor to commence on July 1, 1991. The successful candidate will have a Ph.D. in Religious Studies or Theology (or equivalent) with specialization in the areas of Synoptic Theology and Christian Ethics. Salary will begin at the current Assistant Floor of $36,400. negotiable according to experience. Applications together with a vita and the names of three referees should be mailed to Dr. Mary Malone, Chairperson, Department of Religious Studies, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3 by January 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of St. Jerome's College to fill its vacancies with recent Ph.D. graduates, if possible. Applications from women candidates are particularly welcome.

## SOCIOLOGY

**McMASTER UNIVERSITY. The Department of Sociology** at McMaster University invites applications for a tenure-track position at the rank of Assistant Professor, commencing July 1, 1991, pending budgetary approval. We are specifically looking for someone who can teach (at both the graduate and undergraduate levels) and do research in the areas of women, work and organizations. Candidates will be expected to have a completed Ph.D. Salary and rank are commensurate with qualifications and experience. Inquiries, including a curriculum vitae and three letters of reference, should be sent to Professor Alfred A. Hunter, Chair, Department of Sociology, McMaster University, Hamilton, Ontario, L8S 4M4 In accordance with immigration policy, this announcement is directed to citizens and permanent residents of Canada. Closing date for applications is December 1, 1990. McMaster is an equal opportunity employer; both women and men are invited to apply.

**CARLETON UNIVERSITY. Department of Sociology and Anthropology.** Subject to budgetary approval, applications are invited for a preliminary tenure-track appointment at the level of Assistant Professor of Sociology to teach at the undergraduate and graduate levels. Candidates with a Ph.D., teaching experience and publications are encouraged to apply. Carleton's Graduate Program in Sociology has concentrations in four areas: Theory and Methodology; Stratification and Power; Cultural and Gender Studies; and Comparative Institutions. Candidates will expertise in one or more of these areas and an active research program will be given preference. When applying, submit curriculum vitae, names of three referees, and copies of publications and/or reports of research in progress to: Professor Stephen Richer, Chair, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario, K1S 5B6. Salary will be commensurate with rank and experience. Effective date of employment: August 1, 1991. Application deadline: December 31, 1990. In accordance with the requirements of the Department of Employment and Immigration, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons.

**YORK UNIVERSITY, Atkinson College** invites applications for a tenure-track position at the Assistant Professor level in the Department of Sociology to commence July 1, 1991. A Ph.D. is required. The ideal candidate will have strong teaching experience, preferably with adult students, and demonstrate research capability in one or more of the applied areas: sociology of health; family and gender; and race relations. The Department of Sociology is committed to enhancing its constituent undergraduate programs in health studies, and to building upon areas of strong growth in the Sociology of the Family and its new Certificate in Race Relations. Skills in quantitative methods and/or computer applications to social science will be an asset. Send letters of application, curriculum vitae, and an example of research by December 31, 1990 to: Professor S.A. Longstaff, Chair, Sociology Department, Atkinson College, York University, North York, Ontario M3J 1P3. Letters from three references, including one referring to your teaching experience should also be sent. Atkinson College, York University offers part-time degree programs to adult students in the evening. Faculty members also participate in York's graduate faculty. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

**THE UNIVERSITY DF WINNIPEG, Department of Sociology** invites applications for a tenure-track position at the Assistant/Associate level, commencing July 1, 1991, subject to budgetary approval. Ph.D. required. Candidates should have expertise in criminology. A demonstrated interest in research methods would be an asset. Salary commensuaite with qualifications and experience. Send an application with curriculum vitae and three letters of reference to: Professor Joel Novek, Chair, Department of Sociology, The University of Winnipeg, Winnipeg, Manitoba, Canada, R3B 2E9. Closing date for receipt of applications is December 15, 1990.

**CONCORDIA UNIVERSITY. The Department of Sociology and Anthropology,** Concordia University, invites applications for a probationary tenure track appointment in Sociology effective August 1, 1991 at the assistant professor level. The department plans to expand its graduate programme to include a Ph.D. in sociology. Candidates should have established research and teaching experience in the sociology of the family and special interest in one of the following areas: ethnic and community relations; social problems and policy; industrial society and social movements; or cultural and cultural studies. Candidates should have a Ph.D. Concordia University is committed to the principle of equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a complete curriculum vitae and arrange for 3 letters of reference to Dr. Pieter J. de Vries, Chair, Department of Sociology and Anthropology, Concordia University, 1455 Blvd. de Maisonneuve West, Montreal, Quebec, H3G 1M8. Applications will be accepted until January 15, 1991

**CDNCRDRIA UNIVERSITY. The Department of Sociology and Anthropology,** Concordia University, invites applications for a probationary tenure track appointment in Sociology effective September 1, 1991 at the assistant professor level. The department plans to expand its graduate programme to include a Ph.D. in sociology. Candidates should have established research and teaching experience in the sociology of the family and special interest in one of the following areas: ethnic and community relations; social problems and policy; industrial society and social movements; or cultural and cultural studies. Candidates should have a Ph.D Concordia University is committed to the principle of equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a complete curriculum vitae and arrange for 3 letters of reference to Dr. Pieter J. de Vries, Chair, Department of Sociology and Anthropology, Concordia University, 1455 Blvd. de Maisonneuve West, Montreal, Quebec, H3G 1M8. Applications will be accepted until January 15, 1991

**UNIVERSITY DF WATERLDD. Department of Sociology.** Applications are invited for a tenure track faculty position. Rank open. PhD required. Candidates should have an interest in gender relations with other areas of specialization open. Salary is commensuiable with qualifications and experience. Send your cv and names of three references to: Chair, Recruitment and Selection Committee, Department of Sociology, University of Waterloo, Waterloo N2L 3G1. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill vacancies with recent PhDs appointed as Assistant Professors whenever possible. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Effective date of employment: July 1, 1991. Closing date for applying: January 31, 1991, or until filled. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## STATISTICS & ACTUARIAL SCIENCE

**UNIVERSITY DF TDRDNTD. Department of Statistics** invites applications for probationary appointment at the assistant professor level, subject to budgetary approval. Applications should be received by December 15, 1990. Candidates should have a Ph.D. in Statistics or a closely related area. Individuals with strong research potential and a proven record of excellence in teaching and communication skills are encouraged to apply. Professional qualifications in actuarial science and practical experience are important. Duties would include undergraduate and graduate teaching; independent research program including supervision of Ph.D. students working in statistical and probabilistic aspects of Actuarial Science. Salary commensurate with qualifications and experience. The closing date for applications is 31 January, 1991. Interested individuals should send an application with curriculum vitae and arrange for three letters of reference to be sent to: Dr. K.S. Brown, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY DF WATERLDD. Department of Statistics & Actuarial Science.** Applications are being accepted for the position of Assistant, Associate or Full Professor in Actuarial Science, beginning July, 1991 or later. Applicants should have a Ph.D. in Actuarial Science or closely related area. Individuals with strong research potential, a proven record of good teaching and communication skills are encouraged to apply. Professional qualifications in actuarial science and practical experience are important. Duties would include, undergraduate and graduate teaching; independent research program including supervision of Ph.D. students working in statistical and probabilistic aspects of Actuarial Science. Salary commensurate with qualifications and experience. The closing date for applications is 31 January, 1991. Interested individuals should send an application with curriculum vitae and arrange for three letters of reference to be sent to: Dr. K.S. Brown, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## SURVEYING SCIENCE

**UNIVERSITY DF TDRDNTD. The Centre for Surveying Science, Erindale Campus,** University of Toronto invites applications for a tenure-stream position at the rank of Assistant Professor. Strong professional background in survey law or land law and registration. A Ph.D. is desirable as well as eligibility for membership in the Association of Ontario Land Surveyors. Candidates are expected to teach courses at the undergraduate and graduate levels and to develop programmes of externally funded research in the fields of survey law and land registration. The successful candidate is also expected to participate in the research and consultative activities of the Institute for Land Information Management. The current salary floor for Assistant Professor is $35,000. Applications including full personal documentation, a list of publications and the names of at least three referees, should be submitted not later than January 15, 1991 to: Professor Vincent B. Robinson, Centre for Surveying Science, Erindale Campus, University of Toronto, Mississauga, Ontario L5L 1C6. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages both women and men to apply for positions.

**UNIVERSITY DF TDRDNTD. The Centre for Surveying Science, Erindale Campus,** University of Toronto invites applications for two tenure-stream positions at the rank of Assistant Professor. A Ph.D. or equivalent is required. Candidates are expected to teach courses at the undergraduate and graduate levels and to develop programs of externally funded research in one or more of the following fields: surveying methodology, geodesy, hydrography, mapping, geographicland information systems, photogrammetry and remote sensing. Candidates are also expected to participate in the research and consultative activities of the Institute of Land Information Management. The successful candidate will have strong, demonstrated experience in the development and application of geographicland information systems and of visible and digital image processing. The current salary floor for Assistant Professor is $35,000. Applications, including detailed curriculum vitae, a list of publications, and the names of at least three referees, should be submitted no later than January 15, 1991 to: Professor Vincent B. Robinson, Centre for Surveying Science, University of Toronto, Mississauga, Ontario L5L 1C6. The University of Toronto encourages both women and men to apply for positions.

## THEATRE

**MEMDRIAL UNIVERSITY OF NEWFDUNDLAND, SIR WILFRED GRENFELL COLLEGE. Department of Theatre. Master Teacher.** Sir Wilfred Grenfell College invites applications for a Master Teacher for the fall semester from January to April 1991 (subject to budgetary approval). The successful candidate will be responsible to teaching a third year course in his or her area of professional practical expertise to students enrolled in the Bachelor of Fine Arts (Theatre) Degree. The Master Teacher will also participate in the mounting of a major production. Candidates should have a substantial body of professional experience and recognition. Applications are invited from directors, designers, playwrights, actors and other specialists in the profession. A letter of application with a curriculum vitae and names of three referees should be sent to: Professor Ken Lavender, Head, Department of Theatre, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, Nfld. A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**UNIVERSITY DF BRITISH CDLUMBIA. Theatre Department, Acting/Directing Division** invites applications for a tenure track appointment at the rank of Assistant Professor level, beginning on July 1st 1991. Candidates should have a Ph.D. or a Master's degree in Fine Arts, with experience as a teacher of Acting, Voice, and Directing; practical experience as a Director for the theatre, and preferably some administrative skills. Teaching assignments will include Acting and Voice classes in the B.A and B.F.A streams, and the instruction and supervision of M.F.A. Directing students in the directing program. The successful candidate will also be expected to direct regularly in the Frederic Wood Theatre and the Studio, coordinate the Acting/Directing Division, and provide guidance in revising its curriculum. Please submit a letter of application together with a cv, a record of accomplishments including projects in acting and publication, and the names of three referees, to Dr. E. Dubach, Department of Theatre, The University of British Columbia, Vancouver, BC V6T 1W5. Salary will be commensurate with qualifications and experience. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. Deadline for the receipt of applications: 31st January, 1991.

## WOMEN'S STUDIES

**QUEEN'S UNIVERSITY AT KINGSTDN** invites applications from outstanding scholars for a faculty appointment in Women's Studies. Applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY DF WATERLDD. Department of Sociology.** Applications are invited for a tenure track faculty position. Rank open. PhD required. Candidates should have an interest in gender relations with other areas of specialization open. Salary is commensuiable with qualifications and experience. Send your cv and names of three references to: Chair, Recruitment and Selection Committee, Department of Sociology, University of Waterloo, Waterloo N2L 3G1. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill vacancies with recent PhDs appointed as Assistant Professors whenever possible. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents Effective date of employment: July 1, 1991. Closing date for applying: January 31, 1991, or until filled. The University of Waterloo encourages

## CONCORDIA UNIVERSITY

The Department of Finance at Concordia University is seeking qualified applicants for tenure track and visiting positions at all ranks starting June 1, 1991. All areas of finance will be considered. For appointment as an Assistant Professor, preference will be given to candidates who have completed their Ph.D. degrees and indicate strong commitment to academic research. Candidates for higher ranks must provide evidence of excellent teaching and research record. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and Ph.D levels. Teaching in the Executive MBA Program is also encouraged. Salaries are competitive and depend on rank, research record, and experience. Applications are also invited for limited-term positions as lecturers. At least an MBA and relevant work experience is expected. Concordia University is committed to employment equity and encourages applications from qualified females, persons with disabilities, aboriginal peoples, or persons who are, because of their race or colour, in a visible minority in Canada and members of minority groups in accordance with the Canadian immigration regulations. This advertisement is directed at Canadian citizens, landed immigrants and persons otherwise qualified to work in Canada. Please contact Dr. A. Jalilvand, Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8 Canada; (514) 848-2790 or 848-2769.

## ROM

**ASSISTANT (OR ASSOCIATE) CURATOR**
**WESTERN FASHION COSTUME**
**TEXTILE DEPARTMENT**

The Textile Department of the Royal Ontario Museum invites applications for a tenure track position as an Assistant Curator of western costume; exceptionally well-qualified and experienced candidates will be considered for appointment at Associate Curator level. Salary scale parallels those of Assistant (or Associate) at Ontario universities. Candidates must hold a PhD in European or North American Studies and museum experience is preferred. The position is available as soon as it can be filled. Responsibilities will include documenting, researching, publishing and selectively expanding a collection of western fashion costume containing material from the 18th through 20th centuries in a department that is seeking to expand curatorial research to place object analysis into a broad theoretical and historical framework. Candidates should send a curriculum vitae, a covering letter and the names of at least 3 references no later than December 15, 1990, to: **Secretary of the Search Committee, c/o Human Resources, Royal Ontario Museum, 100 Queen's Park, Toronto, Ontario, M5S 2C6.**

## OKANAGAN COLLEGE — UBC

Invites Applications for a
Continuing College Professor in
**MATHEMATICS AND STATISTICS**
Kelowna Centre

Okanagan College is a comprehensive community college which also offers programs leading to baccalaureate degrees in Arts and Science in cooperation with the University of British Columbia, and baccalaureate degrees in Education and Nursing in cooperation with the University of Victoria. The College operates campuses in Kelowna, Vernon, Salmon Arm and Penticton, with degree completion programs concentrated in Kelowna.

The Mathematics Department comprises more than twenty-one members, and presently offers a baccalaureate degree in Mathematics. It is expanding its current offerings in probability and statistics to include further courses at the first to fourth year level in support of the baccalaureate degree in Statistics.

QUALIFICATIONS: The successful applicant for this position will possess a doctoral degree, have a strong commitment to teaching and scholarly activity, and be willing to teach courses in Mathematics and Statistics at the first to fourth year undergraduate levels.

APPOINTMENT: Continuing, effective January 3, 1991 or as soon thereafter as the successful candidate can assume the position.

SALARY: $38,230 - $54,930 per annum. Placement on scale is dependent upon qualifications and experience.

CLOSING DATE: November 30, 1990

Salary and working conditions are governed by the Okanagan College Faculty Association Collective Agreement.

APPLICATIONS: Please submit a curriculum vitae and the names of three referees to:

Personnel Office
Okanagan College
1000 K.L.O. Road
Kelowna, British Columbia
V1Y 4X8

REFER TO COMPETITION NUMBER 90FAC90 UPON APPLICATION

## Hong Kong Polytechnic

**READERSHIPS**

The Hong Kong Polytechnic seeks to continue its support of research through the addition of a number of new Readership posts. The Polytechnic has been offering M.Phil. degrees since September 1986 and registering Ph.D. candidates since March 1989. Financial support is normally available for good research proposals either from internal or external sources.

Readers have a special role to play in fostering and encouraging the research environment of the Polytechnic. They are expected to achieve this by combining some of the following activities:-

- engaging in personal research
- providing research leadership
- creating research links with the private sector
- developing interdisciplinary research interests
- seeking external research funding
- undertaking a limited amount of advanced teaching

Applications are sought from candidates with a substantial research record for the following posts:-

**READER IN AUTOMATED ASSEMBLY**
The post is available in the Department of Manufacturing Engineering. Preference will be given to candidates with a strong track record in Flexible Assembly Technology for precision products.

**READER IN THE DIVISION OF BUSINESS & INFORMATION SYSTEMS**
The Division comprises five Departments: Accountancy, Business Studies, Management, Hospitality Management and Computing. There are approximately 200 academic staff in the Division. The role of the Reader will be to assume leadership of the Divisional research effort and provide support and guidance for research initiatives undertaken by academic staff in the Division. The successful applicant may come from any of the following areas: Accountancy, Economics, Law, Marketing, Management or Business Information System, preferably with a Doctorate and a proven record of research and publications in a business discipline.

**READER IN MATERIALS SCIENCE/ENGINEERING**
The post is available in the Department of Civil and Structural Engineering. Candidates should have a strong research record in one or more areas of applied materials science with preference for Surface Engineering, Composite Materials, Polymer Science & Engineering, Concrete Technology & Durability, and Textiles & Geotextiles.

**READER IN THE SWIRE SCHOOL OF DESIGN**
The school runs 5 degree courses in Fashion, Graphic, Industrial, Interior and Photographic Design. Candidates should have a good track record in research and publication in any of the design activities subsumed by the courses, with particular reference to the following: Computer Aided Design and/or Computer Aided Animation, Ergonomics, Design for the Disabled, Design Education, Cultural Anthropology, Environmental Issues in Design and Product Development.

**READER IN TEXTILE AND CLOTHING STUDIES**
The post is available in the Institute of Textiles and Clothing. Perference will be given to candidates with experience in the area of serviceability of griege and finished fabrics.

**Salaries & Conditions of Service**
HK$413,940 p.a. - HK$534,060 p.a. (CAD$1 = HK$6.74 as at 2.10.90)

Appointment on a contract basis of two or four years based on mutual agreement between the candidate and the Polytechnic. Upon completion of the contract, a gratuity equal to 25% of basic salary received over entire contract period is payable. Other benefits include medical and dental schemes, leave, subsidized accommodation, children's educational allowance, and passages for overseas appointees.

**Applications including curriculum vitae and names of three referees should be sent to the General Secretary, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before Nov. 30, 1990. Further information available from the same office (Fax: (852) 764-3374).**

## Professeure ou professeur en sciences infirmières

L'École des sciences infirmières de l'Université de Moncton désire combler immédiatement un poste régulier, plus précisément en santé maternelle et infantile.

La candidate ou le candidat doit posséder un doctorat en sciences infirmières ou dans une discipline connexe. Toutefois, la maîtrise dans le même domaine sera aussi considérée si un diplôme de troisième cycle est obtenu à une date ultérieure.

Par ailleurs, la postulante ou le postulant doit avoir fait ses preuves en recherche liée aux sciences infirmières ainsi qu'en enseignement théorique et clinique. La connaissance du français oral et écrit est essentielle.

Le traitement sera déterminé selon la convention collective.

Les personnes intéressées sont priées de soumettre leur candidature et leur curriculum vitæ avant le 30 novembre 1990 à M^me^ **Jeannette Doucet, directrice, École des sciences infirmières, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.**

UNIVERSITÉ DE MONCTON

*Cette offre s'adresse également aux femmes et aux hommes et, conformément aux exigences relatives à l'immigration au Canada, ce poste est offert seulement aux citoyennes et citoyens canadiens de même qu'aux résidentes et résidents permanents.*

**UNIVERSITY OF SASKATCHEWAN**
**invites applications and nominations for the position of**
**DEAN OF COMMERCE**

The appointment, which will be effective July 1, 1991, will be for a term of five years in the first instance. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates including aboriginal peoples, disabled people, visible minorities and women.

The College of Commerce consists of four departments and offers general and honors undergraduate programs leading to the degree of Bachelor of Commerce. Graduate programs are offered leading to the degrees of Master of Business Administration and Master of Science. The College also offers non-degree programs in business administration, hospital and health care administration and labor studies as well as two executive programs for managers and business executives. Enrolment in the four year Bachelor of Commerce program for 1989-90 was about 1,350 full and part-time students. The University has approximately 17,500 students registered in 13 colleges.

The successful candidate will be an established scholar with proven administrative ability. The Dean will have demonstrated a dedication to excellence in research and teaching, and will possess the necessary administrative and management skills to provide dynamic leadership within the College. He or she will also be involved in the University's general academic leadership, and will foster good working relationships with professional and business organizations within the community. The Dean will hold an academic appointment as a professor. Salary will be commensurate with qualifications and experience.

Nominations and applications with complete résumés will be accepted until **December 14, 1990** and should be submitted to:

Dr. G.M. Moss, Acting Vice-President (Academic)
Room E216, Administration Building
University of Saskatchewan
SASKATOON, Saskatchewan
S7N 0W0

*In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents*

**UNIVERSITY OF SASKATCHEWAN**
**invites applications and nominations for the position of**
**DEAN OF GRADUATE STUDIES AND RESEARCH**

The appointment, which will be effective July 1, 1991, will be for a term of five years in the first instance. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates including aboriginal peoples, disabled people, visible minorities and women.

The University of Saskatchewan offers graduate programs in the Master's level in all of its thirteen colleges. The Ph.D. degree is available in the majority of the fundamental disciplines in the College of Arts and Science and in most of the professional colleges. Programs leading to a postgraduate diploma are available in some departments. In addition, several research centres, divisions and institutes have been established within the University and a Research Park has been developed on the campus.

Enrollment in the College for the 1990-91 academic year is approximately 1200 full-time graduate students and 400 part-time students. The University has about 17,500 full and part-time students registered in its 13 colleges.

Applicants should have an established reputation as an academic scholar and teacher as well as the administrative experience and skills necessary to provide leadership for the continuing development of the academic and research programs within the University. He or she will also be involved in the University's general academic leadership. The Dean will hold an academic appointment as a professor. Salary will be commensurate with qualifications and experience.

Nominations and applications with complete résumés will be accepted until **November 30, 1990** and should be submitted to:

Dr. G.M. Moss
Acting Vice-President (Academic)
Room E216, Administration Building
University of Saskatchewan
SASKATOON, Saskatchewan
S7N 0W0

*In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents*

UNIVERSITY OF
**WINDSOR**

**Department of Economics:**
**Visiting Position**

Applications are invited, to fill a 6-12 month position beginning July 1, 1991 or January 1, 1992 from senior scholars with established research records or promising young scholars who have begun to establish a research record. The Department is interested in attracting a Micro or Macro theorist but candidates in all areas are encouraged to apply.

The Department has 21 permanent members, and offers both undergraduate and graduate programs at the Master's level. It conducts an active visiting speaker series and generally provides a stimulating academic environment.

The University of Windsor is located midway between London, Ontario (University of Western Ontario) and Ann Arbor, Michigan (University of Michigan), and is within a day's travel of major Canadian and American Universities.

The University of Windsor offers equal opportunity for employment to qualified female and male applicants. Female Candidates are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents.

Enquiries and applications should be sent to: **Dr. M.F. Charette, Head, Department of Economics, Telephone (519) 253-4232, Ext. 2368, FAX (519) 973-7050.**

401 SUNSET • WINDSOR ONTARIO • CANADA N9B 3P4

# McGill

**Dean of the Faculty of Arts**

Nominations and applications are invited for the position of Dean of the Faculty of Arts of McGill University. The appointment, effective 1 June 1992, is normally for a five-year term and may be renewed.

The Dean of Arts is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by 15 December 1990 to:

Dr. S.O. Freedman
Vice-Principal (Academic)
McGill University
845 Sherbrooke Street West
Montreal, Quebec
H3A 2T5

**The University of Manitoba**
**Faculty of Management**
**SMALL BUSINESS MANAGEMENT**
**ENTREPRENEURSHIP**

Applications are invited for an Assistant/Associate Professor position with a principal interest in Entrepreneurship and Small Business Management. The position is located within the Department of Marketing. The appointment is expected to commence July 1, 1991 or other mutually agreeable time.

The successful candidate is expected to play a lead role in furthering teaching, research and community oriented activities in this field. They will also serve as the Director of a recently established, privately funded Centre for Entrepreneurship. A Ph.D. degree in this field or closely related discipline is required along with a solid record of research and scholarship. An external orientation as well as the ability to relate well to business and government are essential components of the position.

The Department has eight full-time faculty members and offers a major or pattern of studies in this area at the present time.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

Applications will be received until the position is filled and should be sent to: **Dr. W.S. Good, Acting Head, Department of Marketing, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

**University of Alberta**
**Edmonton**

# Chair
## Department of Religious Studies

The Department of Religious Studies invites applications for an appointment with tenure, at the Senior Associate or Full Professor level, commencing July 1, 1991. In addition to assuming some teaching responsibilities, the successful candidate will be expected to serve the Department as Chair for a period of at least 5 years.

Applicants should possess a Ph.D. or its equivalent, and should have an active research program, extensive publications, a good teaching record and previous administrative experience. Of specific interest would be applications from persons qualified to develop and teach a series of courses on women and religion and who, in addition, can offer courses in Christian Studies or History of Religions and theories of the nature of religion, or in East Asian religions.

The 1990-1991 minimum for the full professor rank is $57,415; the maximum for the Associate rank is $67,658.

Applications, including a c.v. and three letters of reference, will be accepted until February 1, 1991, and should be sent to:

**Dr. Patricia Clements, Dean**
**Faculty of Arts**
**University of Alberta**
**Edmonton, Alberta**
**T6G 2E6**

*The University of Alberta is committed to the principle of equity in employment. The University encourages applications from women, aboriginal persons, disabled persons, and members of visible minorities.*

**University of Alberta**
**Edmonton**

# Director
## University Computing Systems

The University of Alberta invites applications and nominations for the position of Director, University Computing Systems, a position beginning January 1, 1991 or as soon as possible thereafter. Located in Edmonton, Alberta, Canada, the University is a comprehensive public university with an enrolment of over 29,000.

Reporting to the Vice-President (Student and Academic Services), the Director is responsible for planning and directing the overall activity of the University Computing Systems which provides academic and administrative computing services to the University community. The extensive central facilities include large Amdahl and IBM units and a range of mini- and micro-computer installations. The central facility is part of a diverse campus-wide computing environment which is linked by a network.

**Qualifications:**
Candidates should have experience in the management of large-scale computer services. We seek a person who understands the effective management and direction of a complex enterprise, who has demonstrated leadership ability, and who can work well with academic and administrative peers in planning and negotiation.

Present salary range is $63,802 to $95,698 per annum.

Deadline for applications is November 30, 1990. Letters of application should include a current resume; a brief statement of qualifications for the position; and the names, addresses and telephone numbers of at least three referees who are familiar with the applicant's professional experience.

Applications should be sent to:

**Dr. Lois M. Stanford**
**Vice-President (Student and Academic Services)**
**3rd Floor University Hall**
**University of Alberta**
**Edmonton, Alberta T6G 2J9**

*The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.*

## Director of Libraries
### *University of New Brunswick*

The University of New Brunswick is seeking a Director of libraries for its main campus in Fredericton. The capital of New Brunswick, Fredericton is an attractive city situated on the Saint John River, with a metropolitan population of 70,000.

The library system comprises the Harriet Irving Library and branch libraries serving the faculties of Education, Engineering, Forestry and Science. The library collection contains in excess of one million volumes and is available as a provincial resource to the people of New Brunswick, in addition to the University community

Reporting to the Vice-President (Academic), the Director supervises a staff of 110, including 22 professional librarians, and is responsible for an annual budget of $ 5 million and the overall administration and policy coordination of all activities within the University library system. The Director should be a professional who has, and can communicate, a vision for the future and be capable of providing leadership to a highly committed library staff

The successful candidate will have proven senior-level management and administrative experience, ideally in an academic institution. She/he should demonstrate excellent communications skills and have the capacity to work constructively with the library staff, students, faculty and the University administration. A strong academic background and a professional degree from an accredited library school are required.

The appointment is expected to commence July 1, 1991. The University of New Brunswick is committed to the principle of equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Please direct inquiries in confidence to the address shown at left.

**The LANDMARK Consulting Group Inc.**

155 University Avenue
Suite 206
Toronto, Ontario M5H 3B7
Fax (416) 359-1882

## Saint Mary's University

### Vice-President, Academic and Research

Saint Mary's University, founded in 1802, is a non-denominational, co-educational, modern university located in Halifax, Nova Scotia, serving a student body of 4,300 full- and 3,000 part-time students during the academic year. An additional 3,000 students are enrolled in two summer sessions.

Saint Mary's is dedicated to academic and research excellence, public accessibility, international outreach and fiscal responsibility.

The Vice-President, Academic and Research is a senior officer responsible to the President for tha direction and administration of educational policies. This entails overall responsibility for strategic academic planning, program and curriculum development, research, enrolment planning and management, faculty and administrative appointments and professional development.

The starting date for this position is July 1, 1991. The initial appointment will be for six years. Candidates should hold a doctorate or equivalent degraa and have significant experience in university teaching, research, administration and a commitmant to excellance in teaching and research.

Nomination and applications should be submitted with a résumé and the names of three referees before **December 1, 1990** to:

**Mrs. Geraldine Coll, Secretary**
**Vice-President (Academic and Research) Search Committee**
**Saint Mary's University**
**Halifax, Nova Scotia**
**B3H 3C3**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## THIS YEAR CAPTUS PRESS COULD PUBLISH *YOUR WORK*:

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**Securing Reprint Permissions**
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Mail: York University Campus, 4700 Keele St., North York, Ontario M3J 1P3

CANADIAN CENTRE FOR CREATIVE TECHNOLOGY

The Canadian Centre for Creative Technology is well-established as a source of world-leading educational programs linkng education, business, and technology. The Shad Valley program has operated since 1981. With over 400 students each year, Shad Valley is supported by more than 200 progressive corporate and government sponsors.

## Shad Valley Summer Program

The Centre invites applications for faculty positions with this world-leading program for students in grades 11 and 12 (Sec. V and CEGEP I in Quebec). We are looking for Canada's top university end corporete teechers to communicate their excitement to Canada's future scientific end industrial leeders.

Primary fields for faculty appointments ere:

- **Engineering (all fields)**
- **Computer Science**
- **Entreprenaurship**
- **Mathamatics**

Other disciplines may also be considered.

Shad Valley will operate on eight university campuses in 1991: Acadia, UNB, Sherbrooke (en française), Carleton, Waterloo, Manitoba, Calgary and UBC. On each campus, we bring together four faculty, six graduate assistants, and fifty very bright and enthusiastic 16-18 year olds for four intensive weeks in July.

The program includes: lectures, workshops, business and engineering projects, field trips, guest speakers, recreation, teamwork and competition. Our focus is on developing in our participants awareness of opportunity, community, and potential. This extraordinary non-credit program is residential, challenging, and very rewarding for the right people.

For a 4-6 week commitment, we offer an attractive stipend and opportunities across Canada to work with very high calibre colleagues and students. For further information and applications, please contact:

Dr. Thomas A. Bryant, President and C.E.O.
Canadian Centre for Creative Technology
8 Young Street East
Waterloo, Ontario N2J 2L3
Tel: (519) 884-8844; Fax: (519) 884-8191

Applications will be considered at any time. For first consideretion for the 1991 programs, please contact us before January 1, 1991.

## Noticeboard

**GLASNOST AND THE GLOBAL VILLAGE**, York University, Feb 19-22, 1991. Call for Papers: Short background papers (2500-3000 words) for conference workshops on themes under Political Culture, Economic Restructuring, Communication and Expression, Global Ecology. Papers should be accessible to wide range of participants. Abstracts by Nov 15 if possible; papers in final form (computer disk or e-mail) by Dec. 15. Prompt replies. Attendees include Stephen Lewis, Premier Bob Rae plus 60 Soviets, including Pozner, Kovalich, Stankevich. Youth dialogue/rouble auction on satellite. Inquire: Glasnost, York University, Toronto, Ont., M3J 1P3, tel: 416-736-5670; fax 416-736-5103; e-mail: Dianes @ York vm2. bitnet.

**CONFERENCE ON CANADIAN STUDIES**, sponsored by St. John's College, The University of Manitoba, February 28, March 1 - 2, 1991. Theme: Twenty Years of Multiculturalism: Successes and Failures. The Conference will include regular sessions and panels. For further information, contact Dr. Stella Hryniuk, 222 St. John's College, The University of Manitoba, 400 Dysart Road, Winnipeg, Manitoba, R3T 2M5; (204) 474-8101 or (204) 474-8531.

**INTERNATIONAL SOCIETY FOR RESEARCH ON AGGRESSION. VI EUROPEAN CONFERENCE**, June 23-26, 1991, Jerusalem, Israel. Information: Mrs. Sara Sher, Coordinator of Scientific Conferences, Division for Development and Public Relations, The Hebrew University of Jerusalem, Mount Scopus, Jerusalem 91905, Israel; Phone: 972-2-882817; Fax: 972-2-322556.

**CALL FOR PAPERS: THE INTERNATIONAL ASSOCIATION FOR UNITED NATIONS AND PEACE AFFAIRS CONFERENCE** on "the Global Environment: Interdependence in the 1990s" (ICUNPA). Proposals for papers, workshops and roundtables are invited from all fields of study. Papers with international perspective, whether theoretical or empirical, interdisciplinary or a specific field of study would particularly be welcome. Send proposals (200-300 words) and correspondence regarding conference details to: Professor S. Juyal, Department of Political Science, University of Regina, Regina, Sask., S4S 0A2, Canada. Telephone (306) 585-4202; Fax (306) 585-4780. Selected papers to be published. Deadline for proposals: December 15, 1990. Completed papers: February 15, 1991. Conference to be held in Stockton, California, U.S.A. (University of the Pacific - 60 miles east of San Francisco), April 18-20, 1991.

**NOTICE OF WORKSHOP ON VOICE FOR SPEECH AND ORAL INTERPRETATION**, 4 hours, June 1991. Information deadline: 30th November 1990. For information contact: Dr. A.D. Francis, School of Dramatic Art, University of Windsor, Windsor, Ontario, Canada, N9B 3P4.

**CALL FOR PAPERS - 13TH CANADIAN CONGRESS OF APPLIED MECHANICS, Winnipeg, Manitoba, June 2-6, 1991.** Papers from all areas of applied mechanics and mechanical engineering are solicited including dynamics and vibrations, solid mechanics and structures, fluid mechanics and heat transfer, materials and metallurgy, thermodynamics, computer methods, biomechanics, geomechanics, robotics, design, CAD/CAM, and experimental methods. Paper selection will be based on review of papers submitted on approved typing mats. These and general information may be obtained from The Secretary, CANCAM 91, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Deadline for papers, in English or French, is December 1st, 1990.


University of Alberta
Edmonton

## Senior Associate or Full Professor
## Department of Linguistics

The Department of Linguistics invites applications for an appointment with tenure at the Senior Associate or Full Professor level commencing July 1, 1991. In addition to assuming some teaching responsibilities, the successful candidate will be expected to serve the Department as Chair for a period of at least 5 years. Applicants should possess a PhD or its equivalent and should have an active research program, extensive publications, a good teaching and supervision record, and previous administrative experience. Preferred research specializations include syntax/semantics and experimental/empirical approaches to discourse analysis. Outstanding applicants with other specializations will be considered. The 1990-91 minimum for the Full Professor rank is $57,417 per annum; the maximum for the Associate rank is $67,658 per annum.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications, including c.v. and three letters of reference, should be sent before December 16, 1990 to:

**Dr. Patricia Clements, Dean**
**Faculty of Arts**
**University of Alberta**
**Edmonton, Alberta T6G 2E6**

*The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.*



## University of Prince Edward Island
## Dean of Veterinary Medicine

The University of Prince Edward Island invites applications and nominations for the position of Dean, Faculty of Veterinary Medicine

The Atlantic Veterinary College is North America's newest institution of veterinary medical education. Founded in 1986, and fully accredited in 1989, the College has a faculty of 64, a professional student body of 200, 35 graduate students in the M. Sc. program, and a staff of 120. The Faculty of Veterinary Medicine is one of five Faculties within the University. Its Dean reports to the President, and together with other Deans has substantial responsibilities with respect to administrative affairs at the University level. The Dean is an ex officio member of the Academic/Administrative Committee advisory to the President, the University Senate, and a number of Senate Committees

The Faculty of Veterinary Medicine is organized in four Departments (Anatomy and Physiology, Companion Animals, Health Management, and Pathology and Microbiology), and six additional administrative subdivisions (Academic Programs, Animal Services, Continuing Education, Fish Health, Graduate Studies and Research, and Veterinary Teaching Hospital). The Dean has general administrative authority over the Faculty of Veterinary Medicine. Among his or her responsibilities are promotion of College programs in professional and graduate education, in basic and applied research, and in clinical and diagnostic services; establishing positions, recommending faculty appointments, and supporting faculty development, and contributing as indicated to University administration

A Candidate for the position of Dean, Faculty of Veterinary Medicine, must hold the Doctor of Veterinary Medicine degree or its equivalent and be qualified for appointment with tenure at the rank of Full Professor in one of the four academic Departments. Additional desirable qualifications may include several years of suitable administrative experience, a graduate degree in a relevant discipline and/or specialty board certification, an understanding of future trends in veterinary medical education, research, and service, and a commitment to the service obligations of veterinary medicine.

The successful candidate will be able to develop and maintain effective relationships with units within the University, with public and private funding agencies, Government departments, veterinary professional organizations, and with practicing veterinarians throughout the region and the nation.

Applications should contain detailed curriculum vitae, and other supporting materials of the applicant's choice. Persons wishing to identify a potential candidate by letter of nomination are encouraged to do so. The University of Prince Edward Island is committed to employment equity. We encourage applications from all, including aboriginal people, people with disabilities, visible minorities, and women

Receipt of applications and nominations will close on February 1, 1991. Interested persons may send application or nomination materials to:

Dr James F. Amend
Search Committee for Dean,
Faculty of Veterinary Medicine
Atlantic Veterinary College
University of Prince Edward Island
Charlottetown, P. E.I.
C1A 4P3
Canada



**UNIVERSITE DE TORONTO**

**Le Département d'études françaises de la Faculté des arts et des sciences de l'Université de Toronto à Erindale Collège sollicite des candidatures pour un poste de professeur(e) adjoint(e) menant à la permanence. Fonctions:** enseignement aux 3 cycles; encadrement des étudiants, engagement actif de la recherche, participation aux comités du Département, du collège et de l'Université. **Exigences:** doctorat, compétence en didactique, linguistique appliquée et enseignement de la langue assisté par ordinateur. Traitement selon expérience et qualifications. **Date d'entrée en fonction:** 1er juillet 1991. Prière de faire parvenir un c.v. accompagné de vos publications et de trois lettres de recommandation avant le 7 janvier 1991 à **M. Paul Perron, directeur, département d'études françaises, Université de Toronto, 7 King's College Circle, Toronto, Ont., M5S 1A1.** L'Université de Toronto a une politique d'équité en matière d'emploi. Dans le cadre d'une politique d'accès à l'égalité des femmes, le Département encourage la candidature des professeures. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents

**BROCK UNIVERSITY**
**DEAN**
**FACULTY OF SOCIAL SCIENCES**

Brock University invites applications and nominations for the position of Dean, Faculty of Social Sciences, to take office on July 1, 1991.

The Faculty includes the Departments of Economics, Geography, Politics, Psychology and Sociology, the Institute of Urban and Environmental Studies, the Institute of Applied Human Development (with programs in Applied Linguistics, Child Studies, Health Studies and Labour Studies) and interdepartmental programs in Asian Studies and Communication Studies. Pass and Honours degree programs are offered in all departments and institutes and a Masters degree program in Politics. The Faculty has over 80 full-time faculty members and approximately 2,225 FTE students.

The University seeks an individual with a solid record of academic achievement in both teaching and research, administrative experience and the ability to interact effectively with faculty, students, staff and the external community.

Candidates should submit an up-to-date curriculum vitae and the names of three referees to:

**Dr. Susan Clerk**
**Vice-President, Academic**
**Chair, Advisory Committee**
**re: Dean of Social Sciences**
**Brock University**
**St. Catharines, Ontario**
**L2S 3A1**

The closing date for the receipt of applications is **November 30, 1990.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Brock University has a Positive Action Policy for faculty appointments and women candidates are especially encouraged to apply.

**BROCK UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER**
**SMOKING AT BROCK UNIVERSITY IS STRICTLY CONTROLLED**



**UBC**

**UNIVERSITY OF BRITISH COLUMBIA**
**ADVANCED TECHNOLOGY MANAGEMENT PROGRAM**

**Faculty of Applied Science**

The Faculty of Applied Science invites application for a tenure track position in engineering at either the Assistant or Associate Professor level. The position will be in support of the new Master of Engineering Program in Advanced Technology Management, to be offered jointly with the Faculty of Commerce and Business Administration. Appointment will be effective either July 1, 1991 or January 1, 1992. The position is subject to final budgetary approval.

Candidates for the position should hold a Ph.D. in an engineering discipline. A superior research record, a desire to work with graduate students and the ability to teach at the undergraduate level are additional requirements. Research interests may be based in any of the major fields of engineering. Candidates must have relevant technology management experience.

Applications should be made to:

**Dr. Axel Meisen**
**Dean, Faculty of Applied Science**
**The University of British Columbia**
**2324 Main Mall**
**Vancouver, B.C. V6T 1W5**

**Faculty of Commerce and Business Administration**

The Faculty of Commerce and Business Administration invites application for a tenure-track position at the Associate Professor level. The position will be in support of a new master's program in the area of Advanced Technology Management to be offered jointly with the Faculty of Applied Science. Appointment will be effective either July 1, 1991 or January 1, 1992. The position is subject to final budgetary approval.

Candidates for the position should hold an undergraduate degree in engineering and a Ph.D. in an area of business administration. A superior research record, experience in working with graduate students and the ability to teach at the undergraduate level are additional requirements. Research interests may be based in any of the major fields of business administration.

Applications should be made to:

**Dr. Peter Lusztig**
**Dean, Faculty of Commerce and Business Administration**
**The University of British Columbia**
**2053 Main Mall**
**Vancouver, B.C. V6T 1Y8**

The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## UNIVERSITY OF SASKATCHEWAN
Invites applications and nominations for the position of
### DIRECTOR OF EXTENSION

The appointment, which will be effective July 1, 1991, will be for a term of five years in the first instance. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates including aboriginal peoples, disabled people, visible minorities and women.

The Extension Division has a long tradition of making special provision to accommodate the adult learner through credit and non-credit courses and other educational activities. The Division consists of three units: Extension Credit Studies, Instructional Design, and Community Education Programs. Extension Credit Studies administers Intersession and Summer Session, Independent Studies, Off-Campus Degree, and Certificate Programs. Instructional Design is responsible for designing all instructional materials and strategies using distance education, including televised courses via satellite and home study courses. Community Education Programs coordinates non-degree activities such as short courses, conferences, and workshops in the following program areas: agriculture, humanities and social sciences, languages, fine and performing arts, science and technology, Indigenous Peoples, women's studies, seniors, and rural development.

The University offers a full range of curricula both academic and professional. Approximately 17,500 full and part-time students are registered in its thirteen colleges during the 1990-91 academic year.

Applicants should have an established reputation in extension or equivalent experience in related activities, academic qualifications for appointment to the rank of Full Professor of Extension; and the professional and administrative experience and skills to provide dynamic leadership for the continuing development of the areas of responsibility within the Division. He or she will also be involved in the University's general academic leadership. Salary will be commensurate with qualifications and experience.

Nominations and applications with complete résumés will be accepted until **December 14, 1990** and should be submitted to:

**Dr. G.M. Moss**
**Acting Vice-President (Academic)**
**Room E216 Administration Building**
**University of Saskatchewan**
**SASKATOON, Saskatchewan**
**S7N 0W0**

*In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.*

## UNIVERSITY OF SASKATCHEWAN
Invites applications and nominations for the position of
### DEAN OF ENGINEERING

The appointment, which will be effective July 1, 1991, will be for a term of five years in the first instance. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates including aboriginal peoples, disabled people, visible minorities and women.

The College of Engineering consists of 8 departments offering programs in eight areas of specialization including Agricultural, Chemical, Civil, Electrical, Geological, Geophysical, Mechanical, and Engineering Physics. The College also has the administrative responsibility for the Department of Computational Science. Graduate programs are offered in all areas. Enrollment in the College for the 1990-91 academic year is approximately 1050 full and part-time students. The University of Saskatchewan has a student population of approximately 17,500 full and part-time students registered in thirteen colleges.

The successful candidate will be an established scholar with proven administrative ability. The Dean will have demonstrated a dedication to excellence in research and teaching and will provide dynamic leadership within the College. He or she will also be involved in the University's general academic leadership. The Dean will hold an academic appointment as a professor. Salary will be commensurate with qualifications and experience.

Nominations and applications with complete résumés will be accepted until **December 14, 1990** and should be submitted to:

**Dr. G.M. Moss**
**Acting Vice-President (Academic)**
**Room E216, Administration Building**
**University of Saskatchewan**
**SASKATOON, Saskatchewan**
**S7N 0W0**

*In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.*

## CARIBOO UNIVERSITY COLLEGE

Cariboo University College is a comprehensive community College located in the Central Interior of British Columbia. Cariboo offers a wide range of academic, degree completion, career, technical and vocational programs.

In conjunction with the provincial universities, Cariboo College since 1989 has offered degree completion programs in Arts, Sciences, Education, Business and Nursing.

In anticipation of budgetary approval, Cariboo University College invites applications for the following instructional positions:

### ARTS

All positions generally entail teaching introductory courses at the first and/or second year level and one or more specialty areas at the upper division (third or fourth year) level. A Ph.D. (or imminent completion) is required for teaching upper division courses, commitment to teaching excellence and ongoing scholarly activity is expected.

**ANTHROPOLOGY: COMPETITION #91-002**
Ph.D. to teach Cultural Anthropology, with special interest in Native Studies and in political processes affecting First Nations in Canada.

**ENGLISH: COMPETITION #91-003**
Ph.D., preferred areas of specialization: Language and Composition, American Literature

**FINE ARTS: COMPETITION #91-004**
Ph.D. in Art History, preferably with interest in 20th Century

**GEOGRAPHY: COMPETITION #91-005**
Ph.D. specializing in Geography of Resource Industries, and interest in Canadian environmental issues, Physical Geography and Urban and Economic Geography

**HISTORY: COMPETITION #91-006**
Ph.D., preferred areas of teaching and research: Canadian History or Renaissance/Reformation European History. Preference for cultural or social historian.

**MODERN LANGUAGES: COMPETITION #91-007**
Ph.D. in French

**PHILOSOPHY: COMPETITION #91-008**
Ph.D. with expertise in one of Philosophy of Science, Ancient Philosophy or Philosophy of Religion. Preference will be given to candidates who can teach Critical Thinking.

**POLITICAL STUDIES: COMPETITION #91-009**
Ph.D. specialist in Canadian government and either International Relations or Comparative Politics

**PSYCHOLOGY: COMPETITION #91-010**
Ph.D., preferred areas of specialization in one or more of the following: Social Psychology, Personality, Clinical Psychology

**SOCIOLOGY: COMPETITION #91-011**
Ph.D. in Sociology of Family/Gender Roles, Industrial/Occupational Sociology

**THEATRE: COMPETITION #91-012**
Ph.D. with production experience and expertise in Theatre History

**BACHELOR OF EDUCATION — ELEMENTARY: COMPETITION #91-014**
Applicants must possess two or more of the following specialties: Educational Foundations, Educational Psychology, Communication Skills, Elementary Curriculum and Instruction in one or more of Art, Language, Arts, Music, Physical Education, Science or Social Studies, General Principles of Teaching, Supervision of Student Teaching. Doctorate in relevant area preferred, appropriate professional membership or status required. Consideration will be given to applicants eligible for membership in the B.C. College of Teachers, with recent teaching experience in elementary schools.

### BUSINESS, COMPUTING AND MATHEMATICS

**BUSINESS: COMPETITION #91-015** *(several positions)*

Accounting
Administrative Policy
Finance
Human Resources Management/Organizational Behaviour
Human Resources Management/Industrial Relations
International Business
Real Estate

Qualifications: Ph.D. or solid indication of imminent completion, demonstrated excellence in teaching and research. Candidates with expertise in two or more areas will be given preference. Individuals with an MBA or equivalent degree and a strong background in teaching and scholarly activity are encouraged to apply.

**ECONOMICS: COMPETITION #91-016** (one or more positions anticipated)
Primary fields of interest: Macroeconomics, International Economics, Labour Economics, Industrial Organization, Economics of Natural Resources and the Environment

Qualifications: Ph.D. or solid indication of imminent completion, demonstrated excellence in teaching and research.

**MATHEMATICS: COMPETITION #91-017** (one or more positions anticipated)
Preferred Fields: All fields will be considered

Qualifications: Ph.D. or clear indication of imminent completion, demonstrated excellence in teaching and research.

**CURRENT SALARY:** $29,662 - $52,812

**CLOSING DATE:** FEBRUARY 28, 1991

PLEASE FORWARD CURRENT CURRICULUM VITAE, NAMES, ADDRESSES AND TELEPHONE NUMBERS OF AT LEAST THREE REFERENCES AND FORMAL VERIFICATION OF EDUCATIONAL LEVEL, INDICATING THE COMPETITION NUMBER AND YOUR AREA OF INTEREST TO:

**Chair, Search Committee**
**Human Resources Division**
**Cariboo College**
**Box 3010**
**Kamloops, B.C.**
**V2C 5N3**

**AN EQUAL OPPORTUNITY EMPLOYER**

## Hong Kong Polytechnic

### HEAD, DEPARTMENT OF APPLIED PHYSICS
with the possible title of
### PROFESSOR

The Hong Kong Polytechnic was established in 1972. With a student population in excess of 25,000 and a full-time academic staff establishment of around 1,000, it is the largest of the higher education institutions in Hong Kong, offers a wide range of advanced courses and pursues research to doctorate level.

The Department of Applied Physics offers courses up to Honours Degree level on a full-time as well as part-time basis. A new BSc (Hons) Degree course in Engineering Physics becomes operational in October 1990. Currently, the Department has a number of students registered for research degrees. Apart from its own courses, the Department also provides service teaching in applied physics and materials science to courses in other departments. The Department has been in close co-operation with the local industry and numerous consultancies and investigational work have been carried out by staff. Research is being vigorously pursued, with major efforts in the areas of materials science, laser physics and numerical simulation and modelling. Other areas include environmental radiation and solid state physics. The Department has an academic establishment of 22, with appropriate technical and administrative support.

Candidates should have a PhD in Physics, Materials Science or a related area, together with successful and relevant experience in tertiary education, research or consultancy. The successful candidate will also be required to demonstrate the personal qualities necessary to lead the Department in its diverse functions.

**PROFESSORIAL TITLE**
Consideration will be given to the award of the title of Professor to a suitably qualified appointee. The Polytechnic would also normally expect to confer the title on an appointee currently holding full professorial status at a recognized institution of higher education.

**Salary and Conditions of Service**
The salary is within a range and not less than HK$595,200 p.a. + 25% gratuity (CAN$1 - HK$6.74 as at 2.10.90).
Initial appointments at this level are normally made on fixed term contracts of four years at the end of which a gratuity equal to 25% of salary earned over the whole contract period is payable. Subject to mutual agreement, a further appointment may be offered at the end of the initial contract period, either on the basis of a further gratuity bearing fixed term contract or on superannuable terms. Other benefits include subsidized housing, leave, passages, medical and dental scheme, and children's education allowance.

**APPLICATIONS**
Applications including curriculum vitae and names of three referees should be sent to the **General Secretary, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong** before **Nov. 30, 1990.** (Fax no.: 852-764-3374). Further information available from same office.

## McGill

### Dean of the Faculty of Education

Nominations and applications are invited for the position of Dean of the Faculty of Education of McGill University. The appointment, effective 1 June 1992, is normally for a five-year term and may be renewed.

The Dean of Education is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by 15 December 1990 to:

**Dr. S.O. Freedman**
**Vice-Principal (Academic)**
**McGill University**
**845 Sherbrooke Street West**
**Montreal, Quebec**
**H3A 2T5**

## The University of Manitoba
### Faculty of Management
### DEPARTMENT OF MARKETING

Applications are invited for a continuing position in the Department of Marketing. Candidates should have completed or be nearly completed a Ph.D. or D.B.A. program and have a serious interest in research. Salary and rank will be commensurate with the qualifications and experience of the successful candidate and will be very competitive.

The Department has eight full-time faculty members and participates in the B.Comm and M.B.A. programs of the Faculty. A Ph.D. program has been approved for 1991/92. The successful candidate will be expected to play an important role in the implementation of this program. The Department also houses a Centre for International Business Studies and a Centre for Entrepreneurship, each of which provide opportunities for research and community involvement.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

Applications will be received until the position is filled and should be sent to: **Dr. W.S. Good, Acting Head, Department of Marketing, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**


*Help* **BREAK THE PATTERN OF POVERTY**

*Please contribute to:*

USC Canada
56 Sparks
Ottawa
K1P 5B1
(613) 234-6827

**The University of Waterloo invites applications and nominations for the position of Dean of the Faculty of Arts**

Candidates are sought for the position of Dean of the Faculty of Arts. The initial five-year appointment will begin on July 1, 1991 or as soon as possible thereafter. The largest of UW's six Faculties with more than 200 faculty members in 16 academic units, Arts offers graduate and undergraduate degrees in a wide range of disciplines in the Fine and Performing Arts, Humanities, the Social Sciences and Accounting. Enrolment in the Faculty is approximately 10,000, with about 3,600 full-time and 6,000 part-time undergraduate students, and 300 full-time and 100 part-time graduate students. The Faculty ranks second among Arts Faculties in Ontario universities in academic achievement of freshmen entering directly from high school. Co-operative education (alternating work/study terms) is available in every discipline in the Faculty, with about 1,500 full-time undergraduates enrolled. The Faculty is also committed to distance education, with more than 200 regular credit courses on audio cassettes available to students across Canada and to Canadians abroad. Total UW enrolment is approximately 25,000.

The successful candidate will have a proven record of scholarship, teaching and administration in order to qualify for a tenured appointment at the Full Professor level. Applications and nominations will be treated in confidence and are to be submitted by December 14, 1990; where possible they should be accompanied by a detailed curriculum vitae and the names and addresses of three referees in a position to comment on a candidate's academic credentials and administrative experience, and should be directed to:

**John Bullen**
**Associate University Secretary**
**Needles Hall**
**University of Waterloo**
**Waterloo, Ontario**
**N2L 3G1**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages nominations of and applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In view of UW's commitment to increase the number of women in faculty and senior administrative positions, nominations of and applications from women candidates are particularly welcome.

**UNIVERSITY of GUELPH**

**COLLEGE OF BIOLOGICAL SCIENCE**
**DEPARTMENT OF MOLECULAR BIOLOGY AND GENETICS**
**CHAIR**

The University of Guelph is seeking a Chair for the Department of Molecular Biology and Genetics. Candidates should have an outstanding record of research achievement and interest in promoting high standards in teaching at the undergraduate and graduate levels. The appointee will occupy new facilities in an active Department comprising 12 full time faculty members and 60 graduate students, postdoctoral fellows and staff.

The Department's mandate is to provide a focus in eukaryotic genetics and related areas of cell and molecular biology. Research interests include analysis of gene expression, using plant, animal, yeast, and insect systems; ribosome structure, function and biogenesis; genetic recombination and developmental genetics. In addition there are extensive opportunities for collaborative research in biotechnology and agriculture through the Guelph-Waterloo Biotechnology Institute, the Ontario Agricultural College and the Ontario Veterinary College. Central facilities are available for protein sequencing, oligonucleotide and peptide synthesis and also for electron microscopy.

The University, with a student population of 13,700 undergraduate and 1,400 graduate students, is located in the city of Guelph approximately 80 km west of Toronto. The College of Biological Science, with 2,500 undergraduate majors and approximately 200 graduate students, is one of 7 Colleges in the University and has a faculty complement of 90 members.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval.

Interested candidates should submit a curriculum vitae and the names of three referees. Review of applications will begin on November 30, 1990.

**Dr. Bruce H. Sells, Dean**
**College of Biological Science**
**University of Guelph**
**Guelph, Ontario, Canada, N1G 2W1**

**CHERCHEUR(E) CLINICIEN(NE)**
**(agent de recherche)**

L'Institut Philippe Pinel de Montréal (Centre hospitalier psychiatrique sécuritaire affilié à l'Université de Montréal) requiert les services d'un(e) chercheur(e) clinicien(ne) à plein temps pouvant réaliser un programme de recherche portant sur les troubles mentaux graves et la violence.

Le (la) candidat(e) détient un Ph.D. en criminologie, psychologie, travail social ou autre domaine connexe et possède une formation et une expérience aux niveaux clinique et de recherche. Un diplôme de médecine (M.D.) avec formation en recherche et spécialisation en psychiatrie sera également considéré. Les candidat(e)s intéressé(e) s au poste à plein temps ou à mi-temps sont prié(e)s de faire parvenir leur curriculum vitae et trois lettres de référence, avant le 15 décembre 1990.

**Comité de sélection**
**Ressources humaines**
**Institut Philippe Pinel de Montréal**
**10905 est, boulevard Henri-Bourassa**
**Montréal (Québec) H1C 1H1**

**CARIBOO COLLEGE**
**Invites Applications for the Positions of**
**ASSOCIATE DEAN**
**and TEACHING FACULTY**
**Bachelor of Social Work Program**

In partnership with the University of Victoria, Cariboo College offers a program of studies leading to the degree of Bachelor of Social Work (BSW) which — as a University of Victoria degree — is fully accredited by the Canadian Association of Schools of Social Work.

The BSW program prepares individuals for the generalist practice of social work in rural, northern and native communities, primarily in B.C.

* * * *

**COMPETITION #91-500**

The ASSOCIATE DEAN of Social Work reports to the Dean of Arts and Education and provides academic and administrative leadership to the Bachelor of Social Work Program. The Associate Dean also carries some administrative responsibilities in other divisional programs.

The successful candidate should have a doctorate degree (preferred) in social work with several years of teaching and administrative experience and be able to provide strong leadership in the continued development of research activities and academic programs.

**Commencement Date:** May 1, 1991

**1990/1991 Salary Range:** $42,385 - $59,340

* * * *

**COMPETITION #91-001**

Applicants for TEACHING POSITIONS should have social work practice experience in northern and rural communities, as well as appropriate academic qualifications and experience in two of the four social work specializations.

1. social welfare and policy
2. social work methods and community practice
3. research and evaluation
4. practicum supervision

M.S.W. required, Ph.D. preferred. Experience in teaching at university level and a record in research and publication are also valued. Successful candidates will be required to teach courses in all three years of the undergraduate program.

**Commencement Date:** August 1, 1991

**Current Salary:** $35,591 - $52,812 per annum

* * * *

CLOSING DATE FOR POSITIONS LISTED ABOVE: JANUARY 14, 1991

PLEASE FORWARD A DETAILED CURRICULUM VITAE OUTLINING ACADEMIC QUALIFICATIONS, TEACHING, RESEARCH AND ADMINISTRATIVE EXPERIENCE IN SOCIAL WORK EDUCATION. NAMES AND ADDRESSES OF THREE REFEREES, FORMAL VERIFICATION OF EDUCATIONAL LEVEL, AND COMPETITION NUMBER MUST ALSO BE INCLUDED.

**Human Resources Division**
**CARIBOO COLLEGE**
**Box 3010**
**Kamloops, B.C.**
**V2C 5N3**

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# PÉDALER

FAITES-LE DONC POUR VOIR!

PARTICIPACTION

**The University of Manitoba**

**DEAN OF GRADUATE STUDIES**

The University of Manitoba invites applications and nominations for the position of Dean of Graduate Studies. The Faculty of Graduate Studies is responsible for administering all graduate programs at the University of Manitoba. The University currently offers the Master's degree in 78 disciplines or interdisciplinary areas and the Ph.D. in 39 areas. There are 1,920 full-time and 1,110 part-time graduate students in these programs. The Dean of Graduate Studies along with two Associate Deans is responsible for these programs and students and, as well, administers the University of Manitoba Graduate Fellowship program. Currently there are approximately 1,850 full-time and part-time academic staff who are members of the Faculty of Graduate Studies.

Candidates for the Deanship should have a strong record in teaching and research, a commitment to graduate students and their education, and administrative experience and leadership ability appropriate for the scope and challenge of this senior position.

The appointment is expected to commence on July 1, 1991, and normally will be for a term of five (5) to seven (7) years. Reappointment is possible under the University's policies.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Enquiries, applications and nominations should be forwarded to: **DR. TERRENCE P. HOGAN, ASSOCIATE VICE-PRESIDENT (ACADEMIC DEVELOPMENT) AND CHAIRPERSON, ADVISORY COMMITTEE FOR THE DEAN OF GRADUATE STUDIES, 208 ADMINISTRATION BUILDING, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.**

The first review of candidates will take place after December 14, 1990.

**MASSEY UNIVERSITY**

**LECTURER IN EDUCATION**

Applications are invited for the above position. Applicants should possess a relevant graduate degree and have teaching and research interest in educational psychology, with a particular focus on the processes of learning and teaching. Additional interests in special education or computers in education would be an advantage.

The successful applicant will be required to engage in research, to teach courses (internal and extramural) and to supervise post-graduate research projects.

Salary: $NZ37,400 - $NZ49,088 pa.

Further information is available from the Head of Department (Professor Ivan Snook) or Professor William Tunmer.

Closing date: 31 January 1991.

Conditions of Appointment are obtainable from Mrs V B Bretherton, Personnel Section, to whom applications, including a full curriculum vitae and the names and addresses of three referees should be sent before the closing date specified.

B.R.H. Monks
Registrar

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**UBC**

**Assistant Professorship in Ceramic Science/Engineering**

The Metals and Materials Engineering Department of the Faculty of Applied Science, the University of British Columbia, invites applications for the post of Assistant Professor in Ceramics. This is a budget-funded, tenure track position and requires that the successful applicant participate in undergraduate and graduate level teaching and research in ceramics.

Qualifications include a doctorate in Ceramics, Materials Engineering or other relevant discipline with a specialization in Ceramics, and interest in teaching the theory, processing and applications of refractories and advanced ceramic materials. Knowledge of x-ray techniques would also be beneficial. The successful applicant is also expected to develop a strong ceramics research programme.

The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified applicants. The position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents.

The starting date is July 1, 1991. Applications, including résumé and references, should be sent by February 1, 1991, to:

**Dr. E.B. Hawbolt**
**Acting Head**
**Metals and Materials Engineering Department**
**University of British Columbia**
**309 - 6350 Stores Road**
**Vancouver, B.C.**
**V6T 1W5**

The University of Manitoba

**THE SPORT & EXERCISE SCIENCES RESEARCH INSTITUTE**

We have two new positions available, subject to final budgetary approval, one is a renewable term position and the other is tenure-track at the Assistant Professor or Associate Professor level. Candidates should have a Ph.D. in an appropriate discipline and have a record of publications and grant support that demonstrates an active and coherent research program. At least in the first instance, these appointments will be primarily research oriented. Salary and rank will be commensurate with qualifications and experience.

The Sport & Exercise Sciences Research Institute is a 10,000 square foot facility within the Faculty of Physical Education and Recreation Studies. Its mandate is multi-disciplinary research into the science of physical activity, particularly in relation to health, sport and leisure. Current areas of interest at the Institute include obesity and body fat distribution, the effects of exercise and endocrine status on the skeleton, physical activity and blood lipids, growth and sport injuries in children, and the biomechanics of sporting events. The Institute is also interested in research designed to examine the influence of physical activity and leisure pursuit on individual behaviour and psychological well-being.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents of Canada.

Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent by November 30, 1990 to: **ALAN MARTIN, Ph.D., DIRECTOR, THE SPORT & EXERCISE SCIENCES RESEARCH INSTITUTE, THE UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2; Phone (204) 474-8629, Fax (204) 275-5122.**

## Trent University

**VICE-PRESIDENT (ADMINISTRATION AND FINANCE)**

Trent University invites applications and nominations for the position of Vice-President (Administration and Finance). This appointment will take effect on July 1, 1991 for a five-year (renewable) term.

Reporting to the President, the Vice-President (Administration and Finance) is responsible for all financial activities of the University, human resources, security, building and land maintenance and other elements of physical resources, aspects of institutional planning, liaison with and involvement in the activities of provincial agencies and groups. As a member of the President's team, the incumbent will also have involvement in university policy development in areas not covered by this portfolio.

The University is seeking a generalist with:

- training and extensive background in financial planning and management,
- leadership skills balanced by a respect for collegial decision-making,
- experience in public sector administration,
- the ability to work and interact effectively with faculty, students and staff as well as representatives of government and external agencies, and
- strong entrepreneurial instincts.

A successful applicant will have suitable post-secondary training and may have the opportunity to teach in disciplines where qualified.

Applicants should apply in confidence by December 15, 1990 to:

**N.E. Smith**
**University Secretary**
**Trent University**
**Peterborough, Ontario**
**K9J 7B8**

As an equal opportunity employer, Trent University encourages women, aboriginal people, visible minorities and disabled persons to apply for this position.

University of Alberta
Edmonton

## Lecturers in Anaesthesia
## Faculty of Medicine

The Department of Anaesthesia, Faculty of Medicine, University of Alberta, Edmonton, invites applications for two lecturer positions. These are term positions of one year's duration, which will demand a commitment to research and teaching, as well as to clinical activities. Commencement dates are July 1, 1991 and January 1, 1992. The University of Alberta Hospitals is a 1000-bed tertiary care facility primarily serving Northern Alberta. Candidates must be eligible for licensure in the Province of Alberta. Remuneration is $50,000 plus payment of relocation expenses, academic travel, and malpractice insurance. Deadline for applications is December 31, 1990.

In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applicants are invited to send a curriculum vitae and the names of three references to:

**Dr. B.T. Finucane, Chairman**
**Department of Anaesthesia**
**University of Alberta Hospitals**
**8440 - 112 Street, WMC 3B2.32**
**Edmonton, Alberta T6G 2B7**
**Telephone: (403) 492-8887**

*The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.*

## Instructional Designer/ Distance Educator

The Centre for Distance Education at Athabasca University requires a result oriented Instructional Designer to work on an exciting project. This is a project which will develop a comprehensive computerized distance education development and delivery system. The features of this system include the utilization of computer mediated communications, computer managed learning and computer aided course development. The system will be designed to operate in a variety of academic and business/industry environments, and be cost efficient relative to traditional delivery strategies.

Applicants are required to have a PhD or a Master's degree with appropriate experience and expertise in several of the following areas: Instructional Systems Design, Distance Education, Research and Evaluation, Educational Computing, and Report Writing. Applicants will be required to work as part of a team as well as independently. Persons with appropriate credentials are eligible for an academic appointment. Rank and salary to be determined based on the applicant's qualifications and experience. This is a two year position. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents.

Athabasca University is an open university specializing in distance education, located in the town of Athabasca. The town's proximity to Edmonton gives its residents all the advantages of country living while still having access to a modern urban centre located 90 minutes away.

**Please submit resume by November 30, 1990 to:**
**Director of Human Resources, Athabasca University,**
**Box 10,000, Athabasca, Alberta, T0G 2R0.**

Athabasca University

The University of Manitoba

**PROFESSOR OF ECONOMICS AT UNIVERSITY OF BOTSWANA**

The University of Botswana in co-operation with The University of Manitoba (UB-UM bilateral project) are inviting applications from suitably qualified Canadian citizens and landed immigrants for the senior academic position of **Professor of Economics at the University of Botswana.** Commencing July 1, 1991, the appointment will be for an initial period of two years and may be renewed. Salary will be equivalent to that of a Full Professor in Canada. Travel to and from Botswana, subsidized housing and medical insurance, and other allowances and benefits are available.

The successful applicant will be prepared to teach a wide range of subjects in the Department's curriculum, and will be expected to provide administrative, academic, and research leadership within the Department.

Applicants will have a completed Ph.D. in Economics, at least ten years of University level teaching and administrative experience, and currently hold a position as full Professor or senior Associate Professor at a University or comparable institution. A strong research and publications record is required.

Applications are encouraged from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities.

Applications, including a current curriculum vitae and the names of three referees, should be forwarded, not later than December 3, 1990, to: **DR. RICHARD A. LOBDELL, OFFICE OF RESEARCH ADMINISTRATION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2, (204) 474-6291.**

The University of Manitoba

**PROFESSOR OF SOCIAL WORK AT UNIVERSITY OF BOTSWANA**

The University of Botswana in co-operation with The University of Manitoba (UB-UM bilateral project) are inviting applications from suitably qualified Canadian citizens and landed immigrants for the senior academic position of **Professor of Social Work at the University of Botswana.** Commencing July 1, 1991, the appointment will be for an initial period of two years and may be renewed. Salary will be equivalent to that of a Full Professor in Canada. Travel to and from Botswana, subsidized housing and medical insurance, and other allowances and benefits are available.

The successful applicant will be prepared to teach a wide range of subjects in the Department's curriculum, and will be expected to provide administrative, academic, and research leadership within the Department.

Applicants will have a completed Ph.D. in Social Work, at least ten years of University level teaching and administrative experience, and currently hold a position as full Professor or senior Associate Professor at a University or comparable institution. A strong research and publications record is required.

Applications are encouraged from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities.

Applications, including a current curriculum vitae and the names of three referees, should be forwarded, not later than December 3, 1990, to the following person from whom further particulars are available: **DR. RICHARD A. LOBDELL, OFFICE OF RESEARCH ADMINISTRATION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2. (204) 474-6291.**

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| Montreal | 296.00 | | 238.00 | | 117.00 | |
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| Halifax | 455.00 | | 333.00 | | 269.00 | |
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| To: | PARIS | |
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| From: | Toronto | $888.00 — $1135.00 |
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